

Master Copy

JOINT REPORT

of the

Executive Council and Officers

of the

**MASSACHUSETTS
FEDERATION OF LABOR**



August 11-15

1952

BOSTON, MASSACHUSETTS

JOINT REPORT

of the

EXECUTIVE COUNCIL AND OFFICERS

The officers of the Massachusetts Federation of Labor respectfully submit this report to the delegates to the 66th Annual Convention for their information and consideration. It contains a report by the President, Secretary-Treasurer-Legislative Agent, Director of Education and a concise summary of the activities of the Federation, its officers and various committees during the past year. The Executive Council sincerely hopes that the delegates will carefully consider the report and recommendations contained herein.

Since last year's Convention there have been many important developments and activities that required the attention of the officers of this State Federation. Our country is confronted with the exigencies of war — a war for survival against communist aggression. The attendant confusion and chaos poses a grave challenge for the trade union movement of this state and nation.

In light of this grim reality, the delegates to the 66th Annual Convention have tremendous responsibilities and opportunities. The officers sincerely hope that the deliberations and decisions of this Convention will constructively and progressively guide the Federation and its affiliated locals through the difficult days that lie ahead.

OFFICERS

President

HENRY J. BRIDES

Secretary-Treasurer-Legislative Agent

KENNETH J. KELLEY

Vice-Presidents

DISTRICT 1

JAMES J. DUNNE
BOSTON

LUKE KRAMER
BOSTON

DISTRICT 2

OSCAR R. PRATT
BROCKTON

JOSEPH A. SULLIVAN
QUINCY

DISTRICT 3

JOHN A. CALLAHAN
LAWRENCE

JOSEPH F. GRACE
GLOUCESTER

DISTRICT 4

THOMAS P. AHEARN
LOWELL

JOSEPH D. McLAUGHLIN
CAMBRIDGE

DISTRICT 5A

JOSEPH L. CARBONE
FITCHBURG

DISTRICT 5B

JAMES B. McNAMARA
WORCESTER

DISTRICT 6

BENJAMIN G. HULL
WESTFIELD

REGINALD McNAMARA
CHICOPEE

DISTRICT 7A

S. P. JASON
NEW BEDFORD

DISTRICT 7B

DANIEL J. MCCARTHY
FALL RIVER

AT LARGE

LULU I. ANDERSON
GLOUCESTER

NEIL MacKENZIE
BOSTON

President's Report

To the Officers and Delegates to the Sixty-Sixth Annual Convention of the
Massachusetts Federation of Labor:

Greetings:

At this Sixty-Sixth Annual Convention of the Massachusetts Federation of Labor, we are again in the midst of pre-election activities. Once again labor's gains are threatened by reactionary elements in our state and federal legislatures. Not satisfied with the anti-labor Taft-Hartley Law and the Knowland Amendment on a federal level, these same anti-labor groups are attempting to curb labor's legitimate aims and objectives on a state level. To be specific, they are attacking the unemployment compensation system, the weak minimum wage law and other labor laws here in the Commonwealth.

In this respect, I should like to call to your attention a paragraph from my President's Report of two years ago, which still is very timely:

"But in persistent and dogged fashion the labor movement shall not be held back, and I, as President of your Massachusetts Federation of Labor, urge every Trade Unionist to stand shoulder to shoulder during the coming elections, because only through liberal representation in Congress can labor's heroic struggles for economic security, a direct result of labor's united efforts, continue. We must preserve the freedom and dignity of the working men and women of this country. We must take active part in placing in office representatives who will respect the ideals of the working people of our nation. We must be willing to back up our action with our pocketbooks."

The year 1952 is a very crucial year for labor. Not only do we elect a President, but here in Massachusetts we also elect a U. S. Senator, our Congressional Representatives, a Governor as well as all the other constitutional officers of the Commonwealth and our State Senators and Representatives. We in the labor movement have a duty and responsibility to ourselves, to our brothers and sisters in our trade unions, and to the Massachusetts Federation of Labor to register and to vote this November in the Gompers tradition of "rewarding our friends and defeating our enemies".

With specific regard to my activities as your President during the past year, I can report on various programs ranging from regional conferences, public relations, to affiliations, political matters and related topics.

With the broad legislative program of the Massachusetts Federation of Labor during the 1951-1952 sessions of the Legislatures, we have continued the successful Regional Conferences in all sections of the Commonwealth. I have attended and addressed various Regional Conferences and I can assure you that trade unionists are definitely interested in reports of progress of legislation at the State House. From my own experience, I urge the continuance of these important Regional Conferences for the future.

During the past year, I have again endeavored to establish a well-balanced public relations program for the Massachusetts Federation of Labor. I have appeared before many educational, state, civic, social, community, political, religious, fraternal and labor meetings and conferences and I have continued to emphasize the importance of the Federation of Labor as a constructive

force in our democratic society and as a vital factor in the promotion of fair labor-management relations in Massachusetts. As a member of several state commissions, I have worked to help attract industry and defense contracts to the Commonwealth where we have some of the most skilled and productive employees in the United States. I for one believe in the future of this great Commonwealth and I am proud to point to the record of cooperation and productivity of the workers of this great state.

During several christenings of vessels of various shipyards in this area, I have had occasion to praise the skill of the various craftsmen in the Massachusetts Federation of Labor. At various forums and united community service exercises I have called attention to the contributions of organized labor and to the excellent record of labor-management relations in the Commonwealth. We in Massachusetts shall continue to expand in spite of the pessimistic statements of some textile industrialists who have prospered in Massachusetts but now try to "sell us short".

It is a pleasure for me to report to you that during the past year the Massachusetts Federation of Labor has continued to make progress in the educational and public relations fields. Our trade union Fellowships to Harvard University are attracting an increasing number of applicants from more affiliated unions throughout the state. The Scholarship Award Program of the Committee of Education attracted 922 contestants and has not only spread to an increased number of public and parochial schools in Massachusetts but also has been supplemented by several central labor union scholarships. The "Reporter" has an increased circulation and continues to inform the unions as well as the public of labor's position. In addition, the legal changes in the laws and legal decisions affecting labor unions and their members have been brought to the attention of labor and the public by the efforts of the Federation's able counsel, "Bob" Segal.

The Eleventh Annual Labor Institute of the Massachusetts Federation of Labor at Lowell Textile Institute attracted more delegates than any previous Institute. Not only was the entire Institute put on film and sound recorded for future use at union meetings but it was a highly educational and informative event. The timely theme of "Issues in 1952" provided the delegates with excellent material for union meetings and for further discussion. The Committee of Education is to be complimented on its comprehensive work in this and other fields.

In the political field, several important innovations were introduced. Through the efforts of your President, a New England Regional meeting of all State Federation officers and political education directors was arranged in Boston with LLPE Director, James McDevitt as the guest speaker on November 10th. Subsequent meetings were held in other New England cities and have helped to lay the groundwork for the expansion of Labor's League for Political Education, to which every member of the Massachusetts Federation of Labor should belong and contribute, especially in this crucial election year of 1952.

Through the United Labor Committee we have aided in establishing a political action front for all organized labor in the Commonwealth and the strength of this unity should be reflected in the elections of 1952 as it was in 1948.

The third Annual Gompers Dinner of the Massachusetts Federation of Labor was another outstanding affair, with representatives from many inter-

national unions at the head table. With President William Green and Secretary-Treasurer, George Meany of the AFL and U. S. Secretary of Labor, Maurice J. Tobin as the key speakers, the Federation paid tribute to the memory of the great founder of the American Federation of Labor and his ideals of "business unionism" and "rewarding our friends and defeating our enemies".

The Gompers Dinner coincided with the visit of the Union Industries Show which was held in Mechanics Hall, Boston, from May 17th to the 24th. Labor and management joined hands to present a striking example of their cooperation and progress under the free enterprise economy. The Massachusetts Federation of Labor, the Boston Central Labor Union and the officials and members of the various AFL unions helped to make this show "one of the most outstanding ever held by the AFL in the United States".

Your President has helped in obtaining for the Federation new affiliations by local AFL unions. Not only have I been available to attend and speak at local labor union meetings and conferences, but I have actively helped and solicited the affiliation of several local unions, which were not members of the Federation. I am happy to report that every affiliated union which has called on me always found me ready and willing to cooperate. In some instances, this has involved the Federation in complicated problems. At the specific request of the eleven locals and the international union involved, your Federation backed Governor Dever's bill to deal specifically with the complicated Eastern Massachusetts situation.

On the broad legislative level, the Report of our capable and energetic Legislative Agent Kenneth J. Kelley will give you a detailed account. In passing, I might note that due to the efforts primarily of the reactionary State Senate and some House members, labor's aims were defeated in major legislation. Not only did we make no progress on cash sickness, even on the California competitive plan in the House, but the graduated income tax, and other major legislative bills sponsored by labor were not enacted. I ask you to read carefully the roll call of the members of the House and Senate-reactionary Republicans and frustrated Democrats, and to see who voted against the interests of the working men and people of this Commonwealth, and in favor of the "monied lobbies". Remember the Ballot Box in November is your Bread Box!

At this point I wish to congratulate the AFL members affiliated with the Massachusetts Federation of Labor for their unity and loyalty. During the past year, I was never denied cooperation or assistance from any segment of the Federation. It was this unity and interest which has made my position as Your President a very happy one.

I cannot speak highly enough for the excellent cooperation and guidance given me by your Executive Council and the Members of the Committee on Education.

I hope I have lived up to your vote of confidence in me. As you know, I have accepted with humility the important honor and responsibility of being your President and of guiding the Federation in Massachusetts, inspired by your generous and whole-hearted support and cooperation. It has indeed been an honor and privilege for me to be in this position, and I hope that your trust and confidence have been reflected by the gains the Federation has made in power and prestige as a leader in the Labor Union movement.

To Secretary-Treasurer-Legislative Agent Kenneth J. Kelley, and Political Education Director Francis Lavigne, I wish to extend my deepest appreciation for their advice, cooperation and assistance. To Commissioner of Labor and Industries, John J. DelMonte, and to Bob Segal and their offices, I also want to express my gratitude for their cooperation. To the officers and members of all the affiliated unions and to the various committees of the Federation, I extend my sincere appreciation not only for their trust and confidence in me, but also for their loyalty, cooperation and contributions during the past few years. Next, but very important, I acknowledge my debt of gratitude to the personnel of the Massachusetts Federation of Labor, Mrs. Frances Balough, Mrs. Catherine Hennessy, Mrs. Yvonne Ryan and Miss Jean Ryan for their devoted and efficient efforts and loyal and cooperative service.

In closing, I want to tell all the members of the unions affiliated with the Massachusetts Federation of Labor and all the delegates to the Sixty-Sixth Annual Convention that I owe each of you a vote of thanks for your cooperation and loyalty. It has been a privilege and honor to have worked with you during the past year and I trust that in the performance of my duties as your President I have measured up to the high standards and best traditions of the Federation.

Respectfully submitted,

A handwritten signature in cursive script, reading "Henry Bridger". The signature is written in dark ink and is positioned centrally below the typed name.

President.

Vice-Presidents' Reports

DISTRICT I.

To the Officers and Delegates of the Sixty-sixth Annual Convention of the Massachusetts Federation of Labor:

Greetings:

I am pleased to report my activities as one of the Vice-Presidents from District One.

This has been a very active year and I have found the meetings of the Executive Council very lively and stimulating. There has been, at various times, a healthy difference of opinion among us that has tended to make the meetings most interesting. We have been able to meet after some debate on a common ground.

Legislatively this has been a most unsuccessful year. We have not been able to introduce one bit of Labor Legislation in the State House and have it passed. We should bear this fact in mind with the elections approaching, and try to elect men who will truly represent our interests, not those who represent the insurance companies. We should try to elect men who will give us the legislation that is so badly needed by men whose unions do not carry health and sickness insurance.

During the year, I have attended many meetings of locals in my district and have stressed the importance of all organizations being affiliated with the State Federation of Labor.

I have attended all the regional conferences I was able to attend. The attendance was very good and these conferences are an excellent idea.

This year I also attended the Maine State Federation of Labor Annual Convention in Portland, Maine. I was appointed by the Secretary-Treasurer to attend this conference and to bring them the greetings of the Massachusetts Federation of Labor. I wish to report that I found the Maine group a very active and very fast growing Federation; their size has nearly doubled in the past year.

The Samuel Gompers Banquet this year was a most successful venture. It was well attended and most successful financially.

The Labor Institute at Lowell this year was well represented and the accommodations offered by the Institute most adequate. The dietitian at Lowell Institute should be complimented on the excellence of the meals served. Mr. Francis Lavigne did an excellent job as director.

I have been elected to attend the Democratic National Convention in Chicago. This is a new trend to have members of Labor directly participate in a National Convention.

I wish to thank the young ladies in the office for their repeated courtesies and kindness. They have at all times been most efficient and considerate.

Respectfully submitted,

JAMES J. DUNNE,
Vice-President, District I.

To the Officers and Delegates to the Sixty-sixth Annual Convention of the Massachusetts Federation of Labor:

Greetings:

With deep humility, I tender this report which properly bears the prayer that it be received with charity.

I had begun my first term as a Vice-President of the Massachusetts Federation of Labor under the misconception that the Executive Council, though, conceived in the spirit of emancipation and nurtured at the bosom of idealism, with its reason for existence being—the definite duty to fulfill the mandates of the convention and to defend, maintain, and advance the aims of organized labor—was, in fact, the salaaming sycophant to the office of the Secretary-Treasurer with the function to chant, “Allah be praised”, as a refrain to the spoutings of the Secretary-Treasurer.

My misbegotten illusion was speedily dispelled. My apologies to the Executive Council. Those who rise from the ranks of labor to the policy making level do so by the possession of the virtues of honor, intelligence, understanding, personality, and guts. (Membership in large International Unions with many connections do no harm.) The possession of these virtues necessarily and effectively precludes servility.

My sympathies to Kenneth J. Kelley, Secretary-Treasurer, and his staff. The buffetings and belaborings by the council which rewarded the endeavors of the Secretary-Treasurer may not have been ameliorated by the knowledge that the verbal thrashings were accompanied by the utmost affection and respect.

I pay tribute to the leadership of Henry J. Brides, President, whose basic good sense and scintillating wit have continuously cleared the shoals and rapids of council deliberations to the haven of agreement.

I pay further tribute to Francis E. Lavigne, Director of the Committee on Education, whose broad vision glimmers upon the distant utopian vista of Labor’s problems, ever paramount within the kin of teacher and scholar as a result of the prodding behest of labor-minded school committees. This dream may yet be reality, if the Director’s energetic application continues unabated.

By Presidential request, I have represented the Massachusetts Federation of Labor on various occasions, among which four remain notable: 1: The drive on Boston Common to raise funds for the cancer fund for its paucity of attendance and lack of donations; (My speech was delivered in the rain.) 2: The meeting in Gardiner Auditorium of the massed hundreds of Bill Ward’s municipal workers; (My speech, well received, made the newspapers, and my ego inflated by Bill’s accolade of appreciation.) 3: The Union banquet catered by a non-union firm with food served by non-union waitresses; (I made no speech—I walked out in disgust when I was served non-union milk and ice cream.) 4: The convention of the Amvets where my wife and I were overwhelmed by the lavish hospitality and geniality of our hosts. (My speech undeservedly received much applause and the wifely criticism that I had been as subtle as a bull in a china shop.)

As per custom, I presided at the Regional Conference of the Boston Central Labor Union and was astounded and pleased by the numbers present who heard with appreciation (and tolerance) the masterful orations of the Brides, Kelley and Lavigne cavalcade.

As per my duty, I attended sundry hearings at the State House in behalf of organized labor with dubious results.

With a deep and abiding sense of awe at the remarkable display of unity and perseverance asserted by the striking employees of the Eastern Mass. Railway who by their devotion to the ideals of Labor and their willingness to sacrifice themselves to follow the directives of their leaders for a cause which the future will prove just, I pay homage. Yet, with full understanding of my sworn oath of office which directs me to bend all efforts towards the aggrandizement of organized labor affiliated, throughout the Commonwealth, with the Massachusetts Federation of Labor, I could not allow my sympathies, my compassions, my feelings for an embattled segment of our Federation to deter me from the paths of loyalty toward true trade union principles. Compulsory Arbitration has been the perpetual anathema of organized labor. Compulsory Arbitration in any form has been abhorrent to organized labor. Compulsory Arbitration is and has been a stench in the nostrils of Labor. Arbitration, compulsory by legislation and dependent upon the will of future political administrators, can be viewed by organized labor only with dismay. The members of the Federation's Executive Council may approach legislative action for compulsory arbitration with fear and trepidation. My loyalty to Labor as a whole must remain constant and paramount.

The sixteen hour, night session, disclosed a majority of the Executive Council equally determined that the proposed legislation was acceptable only with the repugnant compulsory arbitration features removed. We so voted.

We reconvened the following day at 2:00 p.m. Information was given in answer to my direct questioning that the leaders of the strike bound unions, too, were against compulsory arbitration but that this proposed legislation was not the traditional form of compulsory arbitration.

The attorney for the Massachusetts Federation of Labor has previously rendered an opinion that the proposed legislation contained compulsory arbitration and was an extension of the Slichter Act. The Commissioner of Labor said it was compulsory arbitration. The Governor of the Commonwealth averred to the compulsory arbitration features. The newspapers maintained it was compulsory arbitration. My intellect and senses proclaimed the proposed legislation as containing provisions for compulsory arbitration. I, therefore, followed the dictates of my conscience against the dictates of my heart and cast the single dissenting ballot against endorsing that, which in my opinion, struck at the very roots of organized labor.

Respectfully submitted,

LUKE KRAMER,

Vice-President, District I.

DISTRICT II.

To the Officers and Delegates to the Sixty-sixth Annual Convention of the Massachusetts Federation of Labor:

Greetings:

As one of your Vice-Presidents from the Second District, I herein submit a report of my activities. It has once again been an honor and a pleasure for me to serve as a representative of the Massachusetts Federation of Labor.

I have attended as many of the meetings of the Executive Council as was possible. My actions as one of your Vice-Presidents were taken in the best interests of the Federation.

At this time, I wish to report that there have been no new affiliations with this Organization from District 2, and I regret to report that some organizations are on the verge of being suspended due to lack of payment of per capita tax. This has been continually brought to the attention of officers of these unions but for some unexplainable reason the condition still exists.

I have served again as a member of the Housing Committee of the Federation and under the capable leadership of John Carroll this Committee has instituted several progressive actions which will be beneficial to the members of the labor movement and to the Commonwealth.

This has been a very hectic year for organized labor. The anti-labor forces of this Commonwealth and nation have united in their efforts to discredit and disorganize the labor movement. I regret to say, that in my opinion, they have met with some measure of success to date.

We are now embarking in a political campaign that can do much to make or break the labor movement. At this writing, it is not known who will be the candidates at the national or state level, but whoever they may be, labor must see that they are elected, those men and women who will carry the fight both at legislative and executive levels, who know the problems of labor and will be active in carrying out the progressive policies of the A. F. of L. Other years have been termed as "crucial", "year of decision", etc., but 1952 is the year in which the labor movement is faced with the problem of continuing to exist. I hope that we will all do our part and continue the good work of the past in placing the Massachusetts Federation of Labor and the A. F. of L. in the position of being the leaders in the fight for a free and democratic world.

I wish to express my thanks and appreciation to President Brides, Secretary-Treasurer, Legislative Agent Kelley, Director Lavigne and members of the Executive Council for their advice and guidance during this past year.

In closing, my most grateful thanks to Catherine Hennessy, Frances Balough, Yvonne Ryan and other members of the office staff for the many courtesies and help they have extended to me during the year.

Respectfully submitted,

OSCAR R. PRATT,
Vice-President, District II.

To the Officers and Delegates to the Sixty-sixth Annual Convention of the Massachusetts Federation of Labor:

Greetings:

As one of the Vice-Presidents privileged to serve District II, I submit my report for the past year of my activities. I attended many meetings of local unions stressing the need of their officers co-operating with Kenneth J. Kelley, Legislative Agent of the Federation, in attempting to put forward the program of the State Federation at the State House.

I attended as many regular and special meetings of the Executive Council as I was able to, and missed meetings only when taking care of my own local business.

I assisted in setting up regional conferences in District II with Vice-President Pratt.

The Conference held in Brockton is to me the best system of holding regional conferences. A small fee is charged for the dinner that is served and the Conference is held in the Hotel Bryant and each year is very successful. The fact that Henry Brides, President; Francis Lavigne, Director of the Committee on Education, come from Brockton and assist in setting up the Conference has much to do with the large turnout. In Quincy this year the Conference was very well attended and President Brides, Secretary Kelley, and Director Lavigne did a fine job in presenting their story to the delegates.

I attempted, by sending letters to unaffiliated locals, to get them to join the Federation, stressing the need for a united labor front in these trying days for organized labor.

It will be the job of organized labor this year again to strive to get the vote out to insure success to our candidates on election day. All members should do everything in their power to get their friends, neighbors, and family to the polling places on election day, after making sure they are registered. If we all put our shoulders to the wheel we will be able to do as Sam Gompers said, "Elect our friends and defeat our enemies", on election day.

At the special meeting of the Eastern Mass. strike I felt that we should all do everything we could to help these men get their strike settled. I voted at all times in favor of Governor Dever's proposal to seize the line and felt that this was what was best for organized labor.

I wish to express my sincere thanks to President Brides, Secretary-Treasurer Legislative Agent Ken Kelley, and the ladies in the office staff for their assistance during the year.

In conclusion, I am grateful for the opportunity given to me to serve the Federation.

Respectfully submitted,

JOSEPH A. SULLIVAN,

Vice-President, District II.

DISTRICT III.

To the Officers and Delegates to the Sixty-sixth Annual Convention of the Massachusetts Federation of Labor:

Greetings:

Please accept this report as to some of my activities in behalf of organized labor during my term as Vice-President of the Third District.

Attendance at council meetings was, on my part, limited during the past year but, I assure you, there was valid reason for my absence.

I have attempted to assist locals in the Third District and have attended meetings throughout the district.

Unemployment in the Third District has reached serious proportions during the year and organized labor has lost many members due to the closing of Textile Mills (Arlington-Monomac), and the curtailed employment in other industries. With other members of labor, I attended a hearing in Lawrence, conducted by a Task Force from Washington, in their efforts to alleviate conditions. Though many suggestions were made and remedies offered, the Third District, and Lawrence in particular, has a more serious unemployment condition.

Considerable time and assistance was rendered Local 1011, Teachers Union, in their attempt to have seniority rights of teachers upheld in Lawrence. Officers of the Lawrence Central Labor Union augmented by the Business Agents of the District endeavored to prevail upon the School Committee but to no avail. Though the efforts of organized labor were defeated in this particular instance, we do anticipate being more successful in the future.

I, with the assistance of Unions throughout the district, have assisted the Eastern Massachusetts Bus Drivers, in their present controversy. Letters requesting financial assistance were sent to Locals in the District and the Central Labor Union has attempted to bring before the public, the plight of the Bus Drivers in this strike. After due thought and consideration and with full realization of the controversial nature of the bill to seize the bus line, having full confidence in Governor Dever as a friend of labor, I voted at the "all night session" of the Executive Council for approval of this bill.

A meeting with the Senator and Representatives favorable to labor was recently held and plans formulated to secure their re-election.

Sunday "Labor Breakfasts" that have proved successful in the past are to be conducted in the fall and prominent speakers are being engaged for the fall meetings.

Regional conferences were conducted throughout the District and President Brides—Legislative Agent Kelley and Educational Director Lavigne are to be congratulated on the manner in which current and future legislation—political education and the overall workings of the Massachusetts Federation are presented to the membership.

In closing, may I say that the past year has been a most trying one, but I feel that, if we of organized labor are cognizant of the records of candidates

who aspire for office in the coming election and vote accordingly, the State of Massachusetts in general, and the Third District in particular, will rid itself of those candidates who are not only a detriment to labor but to the welfare of all the citizens.

For the kindness and consideration of the members of the Executive Council expressed to me and for the cooperation of the office personnel, I am ever grateful.

For the honor and opportunity of serving the Labor movement, my sincere thanks and appreciation.

Respectfully submitted,

JOHN A. CALLAHAN,

Vice-President, District III.

To the Officers and Delegates to the Sixty-sixth Annual Convention of the
Massachusetts Federation of Labor:

Greetings:

I herewith submit my annual report as one of the Vice-Presidents from the Third District.

I have attended every meeting of the Executive Council and have attended as many State House hearings as my duties to my Union would permit. I have accepted every assignment given me and have carried them out to their conclusion to the best of my ability.

We have had regional conferences in Lawrence, Amesbury, Lynn, Salem and Gloucester and I attended them all. I was instrumental in organizing a new local of Hotel & Restaurant Employees in the City of Gloucester and affiliating them to the Massachusetts Federation of Labor.

It has been a pleasure to work with President Brides, Secretary-Treasurer-Legislative Agent Kenneth Kelley, Director Francis Lavigne and the Executive Council. I have endeavored to serve the Massachusetts Federation of Labor honestly and faithfully, always having in mind what would be best for the most in casting my vote on questions affecting our membership.

To the office force in both the office of the State Federation and the Committee on Education, I am indeed grateful for your co-operation and the courtesies extended me.

In conclusion, I am deeply grateful for having been given the honor and privilege of serving on the Executive Council, and to the delegates for their confidence in electing me, my humble thanks.

Respectfully submitted,

JOSEPH F. GRACE,

Vice-President, District III.

DISTRICT IV.

To the Officers and Delegates to the Sixty-sixth Annual Convention of the
Massachusetts Federation of Labor:

Greetings:

As one of the Vice-Presidents of the Fourth District, I submit this report for your approval:

We, on the Executive Board, have made an all out drive to get local unions to become affiliated with the Federation and have been fairly successful, but as quickly as we obtain new locals, some of the others withdraw. When they withdraw, they claim it is because of financial reasons; the International Unions have raised the per capita tax, State Councils have raised per capita tax, it cost more to operate their own local, etc., all of which is true.

It is also true that it cost much more to operate our Federation and the Education Department and I feel sure that when the Delegates study the financial report they will see that we cannot continue to operate on the present per capita. I suggest the per capita be increased one cent, one half of which would be allocated to the Education Department.

Members of labor must be made realize that to maintain the position labor now enjoys in State, National and World affairs cost money and as we must maintain what we have, all labor must help share the cost.

I find that some Central Labor Unions are doing a very good job on L.L.P.E. but others are lax on this very important part of the A. F. of L. program. I recommend that all local union and Central Bodies give more co-operation to L.L.P.E.

I would like to point out to the Delegates that the Federation has never had the leadership it enjoys today in the persons of President Henry J. Brides, Secretary-Treasurer Kelley and Director Lavigne, and it has been an honor and pleasure to serve with them and all the other members of the Executive Council.

I wish to thank the girls in the office of both the Federation and Education Department for their co-operation and I also thank the Delegates for giving me the honor of serving them as a member of the Executive Council.

Respectfully submitted,

THOMAS P. AHEARN,
Vice-President, District IV.

To the Officers and Delegates to the Sixty-sixth Annual Convention of the
Massachusetts Federation of Labor:

Greetings:

I deem it an honor and privilege to again submit a report of my activities as one of the Vice-Presidents in the Fourth District.

As the record will prove, I attended all the regular and special meetings of the Executive Council, and also, all the meetings of the Committee on Education.

I submit to you a list of some of the more important labor and other functions I attended as one of your representatives.

On Labor Day afternoon, I took an active part in the Annual Field Day sponsored by the Cambridge Central Labor Union under the direction of President James Reilly and Secretary Edward Sullivan. In the early evening I attended, as an invited guest, the Annual Labor Day Banquet held by the Central Labor Union of Lowell. This affair was very successful and the committee, headed by the President, John Mullen, and Secretary Sid LeBow, are to be congratulated for the fine manner in which this banquet was conducted and for the gracious hospitality extended to all who were present. Later in the evening, I returned to Cambridge to attend the Annual Ball of the C.L.U. held in the Hotel Commander. The principal guest at this affair was Secretary of State Edward Cronin.

I attended and was a speaker at the Regional Conference of Machinists held at the Boys' Club in Charlestown. In attendance were representatives of the many local unions of this organization from all the New England states. These conferences serve as a clearing house, for information of activities in all sections, so that they may know and understand each other's problems and be unified in their manner and method of approaching and correcting these problems.

In my opinion, the outstanding labor action in the past year was the Union Industries Show held in Mechanics Building in Boston. This tremendous undertaking was more than a great success and all who saw it can easily visualize the terrific amount of work and detail that is necessary to promote a gigantic show of this kind. The displays, exhibitions and the actual work being done by union members in their own particular crafts made a very interesting and instructive evening of entertainment.

To all the International Unions and their local affiliates who actively participated in this show, I offer my sincere congratulations.

Another event of importance was the meeting held at the Parker House in Boston to introduce the National Director of L.L.P.E. James L. McDevitt. His clarification of matters pertaining to the future action of the organization on a national scale were direct and explicit. It was plainly evident that he had a sound and fundamental knowledge of the type of work to which he had been assigned.

In Cambridge, I was present at the Golden Jubilee Banquet and dance of the C.L.U. The honored guest of the evening was Harry W. Joel who has been a delegate to the C.L.U. for fifty consecutive years.

In Boston, at the Ritz Plaza Hotel, I spoke at a meeting of some five hundred agents who were on strike against the Prudential Life Insurance Company.

I was an invited guest and speaker at the installation of officers of the Firefighters Local Union in Malden.

I represented the State Federation at a "kick-off" meeting for the purpose of a fund raising campaign to subscribe to a "Boy's Town" to be erected in Framingham. This is indeed a very worth cause; I urge your support of it.

Other occasions at which I was present and participated were:

Testimonial Dinner to Gabriel Piemonte, President of the Boston City Council, held at the Bradford Hotel in Boston.

The Samuel Gompers Memorial Dinner at the Hotel Statler.

The Annual Banquet of the Association of Engineers, Architects and Draftsmen, Local No. 105 of Boston, at which I was a speaker.

The Democratic Jefferson-Jackson Day Dinner.

A labor lecture at Brandeis University under the direction of Father William Kelly who is the assistant to Mrs. Anna Rosenberg.

The graduation exercises of union delegates to the United Community Services at which I represented the State Federation. The principal speaker at this occasion was Congressman John McCormack of Boston.

The Testimonial Dinner in honor of Neil MacKenzie of the Building Trades Council.

I attended the Regional Conferences held at Lowell and Cambridge in the Fourth District and also the one conducted by the Boston C.L.U. I recommend greater union member participation in these conferences because the program of the State Federation in legislation, education and other activities are clearly outlined by President Brides, Legislative-Agent Kelley and Director Lavigne.

The Institute of Labor held again this year in Lowell was one of the best ever. I was very much impressed by the panel discussion on "Labor Wants to Know" in which Congressman Kennedy was featured. The clear cut answers Mr. Kennedy gave to questions asked of him clearly indicated that he was well versed in labor problems. That he is a true friend of the worker there can be no doubt.

Again, I call your attention to the matter of local union affiliation to the State Federation. While we gain new members each year we also lose others. The principal reason advanced by those withdrawing seems to be a financial one. I sincerely urge those particular unions to make a greater effort to join with us in making the State Federation a more and more powerful organization each year. This can be accomplished only by continued support of every A. F. of L. local in this state.

In closing, I wish to express my personal thanks to:

President Henry Brides for his honest and sincere efforts to promote the good and welfare of the State Federation, and for the good public relations he has established for this organization.

Secretary-Treasurer-Legislative Agent Kenneth Kelley for the intelligent and forceful manner in which he represents us at the State House, and for the clear and concise manner he explains the progress of our legislative program at the regional conferences.

Director of Education Francis E. Lavigne for the tremendous progress the Committee on Education has made under his supervision, and for the manner in which he has brought the ideals of union labor into the high schools of Massachusetts through the medium of the Scholarship Award Contest.

Thomas P. Ahearn for his assistance in matters concerning the Fourth District.

To all the members of the Executive Council for their cooperation. To Frances Balough, Catherine Hennessy, Jean Ryan of the Federation office and to Yvonne Ryan in the Education office for their courtesy and assistance.

Respectfully submitted,

JOSEPH D. McLAUGHLIN,

Vice-President, District IV.

DISTRICT V-A.

To the Officers and Delegates to the Sixty-sixth Annual Convention of the Massachusetts Federation of Labor:

Greetings:

As one of those who has had the honor to serve for the first time as a Vice-President from this newly organized District, it is an honor and a privilege to submit a report of my activities during the past year.

I have attended many hearings at the State House on bills relating to labor, and I am truly convinced that the Massachusetts Federation of Labor is indeed fortunate to have a person of Kenneth Kelley's ability to present our program to the General Court of Massachusetts, I think that he has done all he could to introduce our legislation which has been so poorly received by the legislators.

I have tried to attend all the meetings of the Executive Council and have found all these conclaves to be most interesting and spirited.

I have attended various regional conferences and found them most instructive. I think that this practice should be continued.

I have been very active in various wage disputes in my home city of Fitchburg and feel that I have been most diligent in this industrial city where I am able to exert some influence towards obtaining union security.

I attended all the sessions of the Labor Institute in Lowell and found the speakers interesting and the program well rounded and well presented. Mr. Francis Lavigne is to be congratulated on its success. The Lowell Institute should be commended for the excellent meals.

In writing this report I humbly realize that my accomplishments have been few. I have tried to be cautious and conservative and to realize that I could best serve this newly organized district by watching and learning my first year in your midst.

I have received complete co-operation from the young ladies in the office and wish to thank them for their many courtesies.

In closing, I wish to commend President Henry Brides for his excellent leadership and I wish to thank the members of the Executive Council for their many acts of kindness and consideration.

Respectfully submitted,

JOSEPH L. CARBONE,
Vice-President, District VA.

DISTRICT V-B.

To the Officers and Delegates to the Sixty-sixth Annual Convention of the Massachusetts Federation of Labor:

Greetings:

I deem it an honor and privilege to submit again a report of my activities for the third year as one of the Vice-Presidents in District V-B.

I take this opportunity to thank the Advisory Board which has the duty of selecting the winners in the two Fellowship Contests that are sponsored by

the Massachusetts Federation of Labor's Committee on Education, for selecting me as the winner of the Third Annual Robert J. Watt, Fellowship Award, which entitled me to attend Harvard University Trade Union Program for 13 weeks, where I had the opportunity of studying under some of the finest professors in the country, all skilled in their particular fields of training. I could report on each of the courses I took and the professors who gave the courses, but space does not permit. But I would be remiss in my report, if I did not mention the name of Professor James J. Healy, Director of the Harvard Trade Union Program, who held a class in Industrial Relations. In a class there would be sixty representatives of management and fourteen representatives from labor. We would discuss all phases of contracts. A man who was supposed to be in the middle of the road, such as the instructor, took our side on many of the issues, and enlightened all of the labor students in particular, how and when to do the best thing for our members in handling their grievances and negotiating a contract with management. I can honestly say, that it has opened many new avenues of thought for me concerning all phases of organized labor. There were six trade union representatives from Europe, and I received a clear understanding that many of their problems are the same as those we are faced with in our locals.

To a man, they were high in their praise for all the fine things the A. F. of L. has supported in trying to bring about better living and working conditions throughout Europe, and in particular were very thankful to America, for providing aid to their countries under the Marshall Plan. Without this aid, they felt that the Communists would have had a "field day" in winning their people over, because of the poverty stricken condition of the people. This is the only one way the people of Europe have benefited under the Marshall Plan.

Yes, it was an education that I have profited by, and I will continue to help all organized labor with the knowledge that I have received. The reason this Fellowship was given was to perpetuate the memory of an outstanding and remarkable trade unionist, Robert J. Watt, who believed thoroughly in the principle of training rank and file members to attain leadership in organized labor, and to admonish organized labor to concentrate on "educating the worker." I hope and pray that the Committee on Education will be able to continue these two Fellowships and that as many members in the Federation as possible will try to partake in the examinations that are held yearly for these two Fellowships.

I have attended many gatherings as a representative of the Federation, also many committee hearings at the State House on bills pertaining to labor legislation sponsored by the Massachusetts Federation of Labor.

I also have been instrumental in getting two new affiliates into the Federation from my District.

In closing, I commend President Henry J. Brides for his conscientious and capable leadership. I also wish to compliment our Legislative Agent, Kenneth J. Kelley, for the outstanding way he presented the wishes of the State Federation on Legislative matters. I also want to say a job well done to Francis E. Lavigne, the Director of the Committee on Education, for the Annual Samuel Gompers Memorial Banquet and also for the Eleventh Annual Labor Institute, conducted at the Lowell Textile Institute, Lowell, Mass. In my opinion, they seem to get better each year under our great Director.

I also thank Samuel Donnelly and Joseph Dyer for their efforts in helping me to be re-elected, and to Alfred A. Saltus, President of the Worcester Central Labor Union and Editor of the Labor News, for his cooperation in helping me carry out the work of the State Federation and to my fellow officers of Division 22 for their cooperation. To Commissioner of Labor and Industries John J. DelMonte for the many favors he and his office have extended me.

To the office staff, Catherine Hennesy, Frances Balough, Yvonne Ryan and our new Miss Ryan, I extend sincere appreciation for the many courtesies extended to me.

Respectfully submitted,

JAMES B. McNAMARA,

Vice-President, District V.

DISTRICT VI.

To the Officers and Delegates to the Sixty-sixth Annual Convention of the Massachusetts Federation of Labor:

Greetings:

Again we, as delegates who represent the American Federation of Labor in this Commonwealth, meet at this convention to deliberate and formulate the policies of our Federation for the coming year. Our responsibilities are great, and the actions we take will preserve the great organization we are honored to be part of as members.

The labor movement in this state and nation has done more for humanity than any other organization, outside of our church in which we worship. As our Savior is the Light of this world, and because we in the labor movement believe in God, that is why our movement has progressed and is respected in this nation. Millions of workers in many other countries, who are still slaves to their rulers, are praying for the freedom and independence we enjoy.

The Massachusetts Federation of Labor is sixty-six years old, and if we all would stop and turn back the pages of our history, we would be amazed at the accomplishments that have been made. One does not have to go any further than the one item, and that is legislation. Space will not permit a listing of the laws that have been passed for the benefit of the working men and women. I will mention but one at this writing—Workmen's Compensation. Many thousands of workers in this state have received help when most needed. They would receive a much larger amount if we had this Department operated by the State. We have fought for State Fund Workmen's Compensation for thirty years and with no success in that respect. It is evident that the insurance companies are better organized than we are. And speaking of organization reminds me that we have many locals throughout this State that are living in a little world of their own, and that enjoy all of labor's benefits, yet they will not affiliate with the local Central Labor bodies or the State Federation, regardless of the appeals we make to them. I have personally begged many of these locals to join with us and many have responded, but there are those that turn a deaf ear to my appeals.

I recall a statement made many times by the late John F. Gatelee: "With our dimes, we could combat any opposition to our cause pertaining to legislation." Our President, Henry J. Brides, Kenneth J. Kelley, Secretary-Treasurer and Legislative Agent, Francis E. Lavigne, Director of Education, have traveled all over this state, addressing labor representatives at the Regional conferences, appealing to us all to give them just a little more support to carry on the battle for labor. I consider these officers as outstanding leaders. Not one of them seeks selfish gains for himself. They are doing their level best to carry out the work that we as delegates have put upon their shoulders. We owe it to them to give them every encouragement.

It is a great privilege to serve as Vice-President of the Sixth District. I know this District can always be counted upon to give its whole-hearted support. All the officers of the Central Labor bodies and local unions are sincere for the movement and do serve their membership to the best of their ability. It has been a pleasure to serve with my co-worker, Reginald McNamara, and all the officers of the Federation. I know that any of our members who have visited the office of the Federation and the A. F. of L. Regional office will join with me that the office staff give their all to be of service.

I wish to thank all the members for the splendid cooperation they have extended to me in the Department of Labor and Industries. It is my desire to render them service to the best of my ability.

Respectfully submitted,

BENJAMIN G. HULL,

Vice-President, District VI.

To the Officers and Delegates of the Sixty-sixth Annual Convention of the
Massachusetts Federation of Labor:

Greetings:

As one of the Vice-Presidents of the Sixth District, I hereby submit a report of my activities for the past year. I have attended all of the Executive Council meetings, and all of the special meetings that I have been called upon to attend, also every meeting of the Committee on Education.

Regional conferences were held in Springfield, Holyoke, Greenfield and Pittsfield during the past year sponsored by the Central Labor Union of those cities. It was the first time Regional conferences were held in the cities of Greenfield and Pittsfield for many years. The co-operation of Central Labor Union Officers is deeply appreciated.

I want to congratulate William Fitzgerald and his committee of the Springfield Central Labor Union for the fine job they did, also all A. F. of L. members that took part in the parade of the one hundredth anniversary of the City of Springfield.

I also want to congratulate President Joseph A. Hortie, Jr., and all of the Officers of the Holyoke Central Labor Union in a job well done in sponsoring the A. F. of L. Management—Social Work Institute.

I wish to extend my personal thanks to President Henry Brides for the co-operation extended to me during the past year and to commend him for

the fair and impartial manner which he conducted the executive council meetings. The labor movement will grow with this type of leadership.

To Secretary-Treasurer-Legislative Agent Kenneth J. Kelley for his assistance to me and for a job well done in carrying out the Legislative program of the Massachusetts Federation of Labor. Leaders of this type cannot be overlooked.

Education Director Francis E. Lavigne for the fine co-operation and assistance he has given to me. I also want to congratulate him for the excellent educational programs he has conducted for A. F. of L. members, school children and citizens of this state.

I want to thank all of the Vice-Presidents for their assistance to me, the office staff of Secretary-Treasurer Kenneth J. Kelley and Director of Education Francis E. Lavigne, my colleague Benjamin G. Hull, President Arthur Caron, Vice-President John C. Brown and other officers and delegates of the Springfield Central Labor Union, William F. Malone, A. F. of L. organizer, officers and members of all A. F. of L. Unions, and Central Labor Unions in the sixth district, to my own organization Federal Labor Union Local 18518, I wish to extend thanks.

It has been an honor and pleasure to serve as Vice-President of the Sixth District.

Respectfully submitted,

R. J. McNAMARA,
Vice-President, District VI.

DISTRICT VII. A

To the Officers and Delegates to the Sixty-sixth Annual Convention of the
Massachusetts Federation of Labor

Greetings:

This has been another busy year. In July, I was invited to give Labor's side of the Steamship strike before the Leadership Seminar being conducted by the Student Christian Movement of New England at Edgartown, Massachusetts. There was a lively question and answer period following my talk.

In August, Dr. Frederic C. Pisky, Hungarian Trade Union leader, came to New Bedford to address the Central Labor Union at a meeting opened to the public.

I took part in the Community Fund Red Feather Kick-Off Dinner which was also attended by President Brides and Francis Lavigne at the New Bedford Hotel with Brother Brides as guest speaker.

Again this year I helped negotiate the contract for the New Bedford, Wood's Hole, Martha's Vineyard and Nantucket Steamship employees who are members of Federal Union No. 24053. We were able to get wage increases and fringe benefits and a guaranteed 52 weeks' work.

In October, I helped negotiate a successful contract before the State Board of Conciliation and Arbitration for the Fairhaven Water Works employees.

In November, I went before the Fairhaven School Board at the request of the School Custodians, members of the Building Service Union, to try to get union recognition and a 40-hour week. For the first time in this area at least a School Board has recognized a union as the bargaining agent for their help. They also are agreeable to the 40-hour work week.

On April 25, 1952, we held a very successful Regional Conference in conjunction with the Central Labor Union. President Brides, Legislative Agent Kenneth J. Kelley attended and spoke for the State Federation and Richard D. Buck, our AFL advisor to the Wage Stabilization Board, gave us a very interesting talk on the policies and decisions of the Board.

As a Commissioner of the Massachusetts Maritime Academy I wish to call the attention of the members to the advantages of this Academy. This is a fine opportunity for young boys between the ages of 17 and 21 to receive an education and become officers in the Merchant Marine, Coast Guard and Navy. If the members know of any boy who would like to follow the sea I would very glad to advise him what he has to do to become eligible to enter this school.

This year an organization was formed in Greater New Bedford for the purpose of bettering the school system and I was asked to represent labor at their meetings.

I have been elected to the Greater New Bedford Industrial Development Corporation to act as the labor representative for a term of two years.

Once again I wish to call your attention to the fact that our greatest problem today is getting the right people to run and be elected to the Congress. It is here that we should be strongest, for it is in the Congress that legislation is passed that affects our everyday life. If we are working for a strong labor program then we must most definitely elect friends of labor to see that that program is carried out. In my district, we are still saddled with the anti-labor Congressman, Donald G. Nicholson, who even when he served in the Massachusetts Legislature was notorious for his anti-labor record.

I believe that it is the responsibility of the Massachusetts Federation of Labor to see to it that a strong, capable, intelligent candidate is entered and elected to this district. A man who will at least give labor a 50-50 break.

To the girls in the Federation office, I wish to extend my grateful appreciation for their thoughtful understanding and many kindnesses to me during the past year.

Respectfully submitted,

S. P. JASON,
Vice-President, District 7A.

DISTRICT VII. B

To the Officers and Delegates to the Sixty-sixth Convention of the Massachusetts Federation of Labor:

Greetings:

As one of the Vice-Presidents of the Seventh District, I hereby submit a report of my activities since our last Convention.

During the year I had an opportunity of assisting members of the American Federation of Labor on various problems that were of interest to them and their local unions.

As the A. F. of L. representative for the Division of Employment Security I have helped on several appeal cases where I felt that disqualification was made, not consistent with the law. As a result of this action, many workers received benefits that they perhaps otherwise would not have received, due to dealing with a very complex law.

I have attended as many State House hearings as possible on legislation beneficial to the workers of this Commonwealth.

Because this was an off election year, both State and National, a good deal more time could be given to the above mentioned problems.

Now we are again preparing for intensive efforts to register our members for active participation in the forthcoming crucial State and National elections, with a view toward preserving and extending the gains of organized workers.

Respectfully submitted,

DANIEL J. McCARTHY,

Vice-President, District VII.

VICE-PRESIDENTS AT LARGE

To the Officers and Delegates of the Sixty-sixth Annual Convention of the Massachusetts Federation of Labor:

Greetings:

As one of the Vice-Presidents-at-Large, I hereby submit this report of my first year in office.

I believe that I have lived up to my campaign for good representation. I have attended all of the meetings of the Executive Council, and it has been a pleasure to have served with all of the members. True, it is all new to me, but I feel confident that I, too, will progress along with the veteran members of the Council. I have been a member of organized labor for seven short years, but the knowledge that I have gained this past year through the able leadership of President Brides cannot be substituted or taken from me. My thanks go to President Brides for giving me my first start on the Committee on Education to which I was appointed early in 1951.

On roll call and otherwise, I believe that I have voted on issues affecting organized labor to the best interest of the workers.

To Kenneth J. Kelley, Secretary-Treasurer and Legislative Agent, I wish to take this opportunity to commend him for the effective manner in which he handled one of the most difficult years of "jet-propelled" legislation on Beacon Hill. Even though it was impossible for me to attend all of the State House hearings this year as I have in the past, I have communicated with the Senators and Representatives.

Again, it was a pleasure to have had a part in the State Federation's Scholarship Program. In screening through the exams this year, I took particular note that, labor education in our schools is gradually increasing,

both in knowledge and participation. When the announcements were made that Gloucester had two Honorable Mentions on the Federation's Program, I was indeed happy that the Gloucester Central Labor Union had tied its award of \$250 in with the State Federation's Program. As a member of the Gloucester Central Labor Union Committee on Education, I spent many hours with the students at my home. We arranged to have the Scholarship Program announced on the radio in Gloucester. I wish to thank John "Bunny" Muise, Delegate of the Atlantic Fishermen's Union, for making this possible.

At the writing of this report, I have just completed a most enjoyable week-end of education at the 11th Annual Labor Institute which was sponsored by the Committee on Education under the capable leadership of Director Francis E. Lavigne. I believe that this year's Labor Institute was the best; both in attendance and the well planned program presented to the students. I am of the opinion that it is at such educational sessions as the Labor Institute that more union members are seeking knowledge. The Committee is to be complimented for making this year's Institute the best.

To Director Lavigne, I sincerely hope that he will continue in his capacity for many more years to come. He has grown successfully with his position. I wish to thank Director Lavigne for all his help in the past.

This being election year, I believe that organized labor will do its part in electing our friends and defeating our enemies. It does not mean that we sit on the sidelines and let others do the job; it does mean that we put our best foot forward in getting out the vote. I have just completed a report of registered voters in my own Local. Those who are eligible to vote this year will be registered. I will endeavor to do my part in getting our friends elected.

I want to congratulate the officers and delegates of the Gloucester Central Labor Union for the Regional Conference held in May, in order that they might hear from the Federation's officers as to the legislative, educational and political program which confronts all of us this year.

I am in the process of organizing the office workers in Gloucester and with the help of the Office Employees International Union, I feel confident that this will be accomplished.

To Mrs. Catherine Hennessy and Mrs. Frances Ballough, members of the Federation's office staff, I wish to extend my appreciation for all their assistance.

To Mrs. Yvonne Ryan, Secretary to Director Lavigne, words cannot express my sincere thanks for all the co-operation you have given me during my first year in office.

In conclusion, I am grateful to President Henry J. Brides, Secretary-Treasurer and Legislative Agent Kenneth J. Kelley, Director Francis E. Lavigne, and to the officers of the Executive Council for their co-operation in making this first year as Vice-President-at-Large an enjoyable one.

My appreciation goes to the Delegates of the 65th Convention in electing me to this office.

Respectfully submitted,

LULU I. ANDERSON,
Vice-President-at-Large.

To the Officers and Delegates of the Sixty-sixth Annual Convention of the
Massachusetts Federation of Labor

Greetings:

It has been a pleasure to serve during this period of progress. Many pressing problems were brought to our attention, all of which we hope have been handled to the satisfaction of all trade unionists.

I have attended all, but one, of the Executive Council meetings and have cooperated with President Brides and Secretary Kelley to the fullest extent.

A previous commitment to my own organization prevented me from personally attending the Gompers dinner.

I have fulfilled all assignments referred to me to the best of my ability.

At a meeting of Executive Council April 2nd, I was appointed liaison officer for the Union Industries Show.

More than 700,000 visitors attended this show. Members of the A. F. of L. Label Trades Department called the Boston Show the best to date.

The State Federation exhibit was definitely an outstanding attraction.

I supervised the installation of samples of masonry for construction and for interior decoration.

A bricklayer apprentice contest brought candidates from all parts of U. S., and Canada.

We were honored by the attendance of the Executive Board of our International Union during the entire period of the show.

I appreciate the courtesy shown me and feel that everything worked harmoniously.

I call attention to two bills introduced in the House of Representatives:

One by Congressman Smith, Democrat, Virginia, H.R. 7647.

The other by Congressman Fisher, Democrat, Texas, H.R. 7698.

Both are described by the Building and Construction Trades Bulletin, May 1952, as an attempt to make Taft-Hartley Laws more drastic.

Respectfully submitted,

NEIL MacKENZIE,

Vice-President-at-Large.

ATTENDANCE RECORD AT EXECUTIVE COUNCIL MEETINGS

In accordance with Section 1 of Article IX of the constitution, the following is a record of attendance of President, Secretary--Treasurer and Vice-Presidents at meetings of the Executive Council during the past year. There were 11 regular and 2 special meetings held between September 5, 1951 and July 9, 1951.

	Full Sessions	Half Sessions	Absent
PRESIDENT	12	0	1
SECRETARY-TREASURER	13	0	0
VICE-PRESIDENTS			
<i>District I</i>			
JAMES J. DUNNE	9	0	4
LUKE KRAMER	12	0	1
<i>District II</i>			
OSCAR R. PRATT	11	0	2
JOSEPH A. SULLIVAN	10	0	3
<i>District III</i>			
JOHN A. CALLAHAN	6	0	7
JOSEPH F. GRACE	13	0	0
<i>District IV</i>			
THOMAS P. AHEARN	11	0	2
JOSEPH D. McLAUGHLIN	13	0	0
<i>District VA</i>			
JOSEPH L. CARBONE	10	0	3
<i>District VB</i>			
JAMES B. McNAMARA	12	0	1
<i>District VI</i>			
BENJAMIN G. HULL	11	0	2
REGINALD McNAMARA	13	0	0
<i>District VIIA</i>			
S. P. JASON	8	0	5
<i>District VIIB</i>			
DANIEL J. MCCARTHY	6	0	7
<i>At Large</i>			
NEIL MACKENZIE	11	0	2
LULU I. ANDERSON	13	0	0

ROLL CALL VOTES

As provided in Article X, Section 15, of the Constitution, a record of roll calls at Executive Council meetings shall be published in conjunction with the Officer's Report to the Annual Convention.

The following roll calls took place at meetings of the Executive Council during the past year.

November 17, 1951, Resolution No. 57 relating to the method of electing Vice-Presidents which had been referred to the Executive Council by the 1951 Convention. On a motion to refer the resolution to the next Annual Convention with a recommendation of non-concurrence:

Voting YES: Vice-Presidents Sullivan, Grace, Ahearn, McLaughlin, Carbone, J. McNamara, Hull, R. McNamara, Anderson and MacKenzie, President Brides and Secretary-Treasurer Kelley.

Voting NO: Vice-Presidents Pratt and Jason.

Absent: Vice-Presidents Dunne, Kramer, Callahan and McCarthy.

December 5, 1951, Appointments to standing committees of the Federation. Upholding decision of the Chair in refusing to entertain substitute motion that "the appointments to standing committees as submitted by the President and Secretary-Treasurer be approved and that Edward Sullivan and Joseph McCarthy be put on committees that can absorb them."

Voting YES: Vice-Presidents Dunne, Kramer, Sullivan, Callahan, Grace, McLaughlin, Carbone, Hull, R. McNamara, Anderson, MacKenzie and Secretary-Treasurer Kelley.

Voting NO: Vice-Presidents Ahearn and J. McNamara.

Absent: Vice-Presidents Pratt, Jason and McCarthy.

January 2, 1952, Appointments to standing committees. Question came on approving the list of appointments to standing committees as submitted by the President and Secretary-Treasurer.

Voting YES: Vice-Presidents Dunne, Kramer, Sullivan, Grace, McLaughlin, Carbone, J. McNamara, Hull, R. McNamara, Jason, McCarthy, Anderson, MacKenzie, Secretary-Treasurer Kelley and President Brides.

Voting NO: Vice-President Ahearn.

Absent: Vice-Presidents Pratt and Callahan.

February 8, 1952, Request from Boston Labor Committee to Combat Intolerance. For the Federation to act as co-sponsor for Institute on Race Relations. Question came on motion to place communication on file.

Voting YES: Vice-Presidents Dunne, Pratt, Callahan, Grace, J. McNamara, R. McNamara, Jason and Anderson.

Voting NO: Vice-Presidents Kramer, McLaughlin, MacKenzie and Secretary-Treasurer Kelley.

Absent: Vice-Presidents Sullivan, Ahearn, Carbone, Hull, McCarthy and President Brides.

March 5, 1952, Reconsideration of request to co-sponsor Institute on Race Relations. Vote came on motion to again place the communication on file.

Voting YES: Vice-Presidents Pratt, Grace, Hull, Jason, Anderson and MacKenzie.

Voting NO: Vice-Presidents Kramer, Ahearn, McLaughlin, President Brides and Secretary Kelley.

Voting Present: Vice-President R. McNamara.

Absent: Vice-Presidents Dunne, Sullivan, Callahan, Carbone, J. McNamara and McCarthy.

May 9, 1952, Relative to legislation for settling Eastern Massachusetts Bus Strike proposed by Governor Dever. Vote came on following motion submitted by Secretary-Treasurer Kelley:

"At the request of the 11 locals and international union involved, the Executive Council of the Massachusetts Federation of Labor will support the Governor's proposed legislation which is applicable solely to the present Eastern Massachusetts strike. This action is due to the emergency nature of the present dispute and is not to be construed as a precedent for future disputes or for compulsory arbitration."

Voting YES: Vice-Presidents Dunne, Pratt, Sullivan, Grace, Ahearn, McLaughlin, Carbone, J. McNamara, McCarthy, Anderson, MacKenzie, Secretary - Treasurer Kelley and President Brides.

Voting NO: Vice-President Kramer.

Voting Present: Vice-President Hull.

Absent: Vice-Presidents Callahan and Jason.

Report of Delegate to American Federation of Labor Convention

To the Officers and Delegates to the Sixty-sixth Annual Convention of the
Massachusetts Federation of Labor:

Greetings:

On September 17th, 1951, the 70th Convention of the American Federation of Labor opened in San Francisco, California. There were approximately 700 delegates in attendance at the session which ran for ten days.

As has been the case for the past few years, the emphasis of Convention speakers and resolutions was on international labor affairs. The domestic aspects of the defense effort rightfully came in for considerable criticism. The program for rehabilitating war-ravished Europe, originally proposed in the Marshall Plan, received considerable attention from the Convention. A number of speakers, including Nelson Cruikshank, Director of the Labor Division of the E.C.A., Irving Brown, AFL European Representative George P. Delaney, AFL International Representative, and others, outlined the uphill struggle that was being carried on by the United States to resist the economic and political influences of Soviet Russia.

On the domestic front, Eric Johnston, for E.S.A., Michael DeSalle for O.P.S., and Nathan Feinsinger for W.S.B., outlined the efforts of their respective agencies to control inflation. Mr. Johnston's talk was one of the most effective and inspiring that your delegate has ever heard; it equalled in eloquence the address delivered by the now Senator, but then Mayor of Minneapolis, Hubert Humphries, in the same Convention Hall in 1947.

Our own Secretary of Labor Maurice J. Tobin made an impassioned plea for the repeal of the infamous Taft-Hartley Law, and the substitution in its place of a fair and workable statute that would put the responsibility for making collective bargaining work, up to management and labor rather than as it is at present.

In the field of political activity, a number of significant developments occurred. First, the action of the AFL Executive Council taken in August 1951, in withdrawing from the United Labor Policy Committee was concurred in by the Convention in accepting the Executive Council's report dealing with this matter.

Second, Joseph D. Keenan, retired as Director of Labor's League for Political Education and was succeeded by James L. McDevitt, President of the Pennsylvania Federation of Labor.

Third, it was voted to conduct a nation-wide drive to enroll every AFL member in LLPE, at a voluntary contribution of \$1.00.

Fourth, state leagues were to be permitted to conduct their own fund-raising campaigns, since none of the international LLPE \$1.00 contributions are to be remitted to the states.

Fifth, an intensive registration drive must be inaugurated, in order that every available vote may be mustered against the forces of reaction in the crucial 1952 elections.

The paid up membership of the American Federation of Labor rose to an all-time high of 7,846,245. A number of jurisdictional disputes still continue to plague the American Federation of Labor. Some of them were hotly debated on the Convention floor; probably the hottest was the fight of the United Textile Workers against the charter recently granted to the American Federation of Hosiery Workers. A number of other conflicts were evident around the Convention halls, however, they did not become the subject of debate or discussion from the floor.

The per capita tax of affiliates to the American Federation of Labor was increased from three to four cents per member per month. This is estimated to yield about \$1,000,000 annually, which is to be used for increased administrative expenses and for educational activities.

President William Green, completing his 26th year as leader of the American Federation of Labor, displayed vigor and vehemence in conducting the Convention sessions that belied his seventy-eight years. He, together with Secretary-Treasurer Meany, and all thirteen Vice-Presidents were unanimously reelected.

Each year, it seems to this observer, there is less and less debate and discussion in the Convention session. While this might on the surface give an indication of harmony and complete unity, it tends to make the Convention sessions somewhat dull and monotonous. Most controversial issues seem to be battled out in Committee, or quietly referred to the Executive Council. Maybe this is all for the good, but it just doesn't seem compatible with a dynamic social and economic organization such as the trade union movement should be in a fast-changing world.

A great number of resolutions relating to foreign and domestic problems were adopted by the Convention, including three submitted by your delegate as a result of action by the 65th Convention of the Massachusetts Federation of Labor. These three dealt with the Partition of Ireland, Repeal of the Whitten amendment (regulating promotions in federal employment) and federal legislation covering silicosis and similar industrial diseases.

As in previous years, your delegate served on the Committee on Education which was headed by Vice-President George Harrison of the Railway Clerks. It is gratifying to see that at long last, the Worker's Education Bureau, headed by our own John D. Connors, had been installed in the AFL Headquarters in Washington, D. C. This places the educational "arm" of the AFL in the position and location that its importance and functions merit.

San Francisco, is, in my opinion, the finest city in the country outside of Boston. Its climate, its people, scenery and tempo of life make it an ideal Convention City. I am sure that Henry Brides, and a number of other delegates from Massachusetts who attended the Convention, were deeply impressed as they left the Golden Gate.

New York was selected as the 1952 Convention City and there was much conjecture in the closing hours of the Convention as to whether it would be the

locale for President Green relinquishing the great responsibilities of leadership that he had borne with such distinction and zeal for the past twenty-seven years.

It was a great honor and experience to have been sent as delegate to the 1951 Convention of the American Federation of Labor. To the best of my ability, I endeavored to represent the interests of the AFL members in Massachusetts who sent me there.

Respectfully submitted,

Kenneth J. Kelley

Report of Secretary-Treasurer

To the Officers and Delegates to the Sixty-sixth Annual Convention of the Massachusetts Federation of Labor:

Greetings:

The past year has been an active and eventful period for your Secretary-Treasurer. I have, to the best of my ability, carried out the manifold duties of this position in keeping with the best interests and traditions of the Federation and its members in this state.

At the outset, I wish to express my appreciation to President Henry Brides and the members of the Executive Council for their fine cooperation and encouraging assistance since the last Convention. President Brides has given sound and capable leadership to the Federation, which has been reflected in the harmonious proceedings of Executive Council meetings and the other activities of the Federation. It has been a most pleasant and stimulating experience to have worked with him during the past year. He has demonstrated to an admirable degree the qualities of leadership and unselfish service to the Federation that are so essential in these difficult times.

The Committee on Education, under Director Francis E. Lavigne, has greatly enhanced its prestige in the field of worker's education since the last Convention. The Essay Contest Program is rapidly developing into an effective antidote to the distorted concept and presentation of the trade-union movement which most school children receive. Through the "student packets" Frank Lavigne is getting across to high school students the true story of what organized labor is, and what its contributions have been to the development of our country.

It is encouraging to see that more and more Central Labor Unions are supplementing the Federation's scholarship contest by addition awards in their communities. There is no better way for a Central Labor Union to enhance its prestige in a community than by underwriting a scholarship. Let's hope that there will be at least a dozen such additional awards in connection with next year's Essay Contest. Miss Ethel Fair deserves proper recognition in this connection for her pioneer work in the past years in initiating the Essay Contest Scholarship idea.

Again this year the Committee on Education will award a Robert J. Watt Memorial Scholarship for attendance at Harvard Trade Union Fellowship Program. This is a fine tribute to the memory of one of Massachusetts' outstanding labor statesmen. An additional \$1500.00 scholarship at Harvard is being awarded again this year. I, personally, feel that this second fellowship should have been known either as the Frank P. Fenton or the James T. Moriarty Memorial Fellowship. However, at present, it will not as such be identified with either of these two outstanding trade unionists that Massachusetts has produced.

Through the medium of THE REPORTER, Frank Lavigne is getting across to union members in a readable and hard-hitting way the news and information about organized labor.

The Samuel Gompers Memorial Banquet was held this year on the night of the opening of the AFL Union Industries Show. We were fortunate in

having the rare privilege of presenting President William Green, Secretary-Treasurer George Meany and other top leaders of the AFL to a Boston audience. A well-balanced program was well received, and the proceeds from this dinner, while not as great as was hoped, will come in very handy in the crucial elections this fall.

The Annual Labor Institute was held again at Lowell Technical Institute. The emphasis, and properly so, was on political education and action. Outstanding leaders in the field of politics, international and domestic problems gave those present a most interesting and memorable program. Over the years that the Federation has been conducting these Institutes, it has been my observation that the people who could benefit most from them don't attend. This can be corrected by having more local unions realize that their officers could better serve them by keeping informed on developments in this fast-changing world. There are none who can't benefit from more education or re-education.

As to the other activities of the Committee on Education, this being an election year, the emphasis must be on political action and education. There is a tremendous amount that has to be done, in a relatively short time, if we are to be a potent factor in the crucial 1952 elections.

Personally, I was opposed to the State Federation continuing in the United Labor Committee this year. I felt that it had functioned in a manner detrimental to the position and best interests of the American Federation of Labor in this state. As one who enthusiastically espoused the original formation of the United Labor Committee, candor compels me to state that the CIO has used it and us to promote its own advantage and objectives. I feel that if it is to justify its continued existence, it will have to function on a more equitable and intelligent basis.

The officers of the Federation conducted 15 Regional Conferences during the past few months. Along with President Brides and Director Lavigne, occasionally accompanied by Ben Hull, the "caravan" traveled from the Berkshires to the Capes—both Cod and Ann. The meetings, arranged by the Vice-Presidents in cooperation with various Central Labor Unions, were on the whole well attended and a most gratifying experience. Truthfully, it can be said, that those in the "hinterlands" have seen and heard the principal officers of the Federation more frequently than ever before. It is a pretty rugged "grind" for us, night after night, traveling by truck, train, and other conveyances, but it helps to create interest and stimulates attendance at Central Labor Union meetings. It is hoped that we will resume our "circuit riding" again in the Fall and visit the fifteen other cities in the state where Central Labor Unions are located.

Of the Federation's standing committees, in addition to the Committee on Education, the most active during the past year have been the Committee on Housing under the capable leadership of John Carroll, and the Committee on Union Labels under the zealous guidance of Martin Casey. The other committees for various reasons have not functioned as effectively or frequently. The attention of all delegates is directed to their reports and recommendations contained elsewhere in this book. They summarize the principal activities of these various committees and are deserving of the serious consideration of the Convention.

The Committee on Union Labels participated in the mammoth AFL Union Industries Show that was held in Mechanics Building in May. This tremendous exhibit has been conceded by all to be the best to date and the finest thing of its kind that ever came to Boston. On a smaller scale, Chairman Casey and his committee have developed plans for a miniature reproduction of it at this year's Convention.

During the past few months the Union Label Trades Department of the AFL, through Mrs. Catherine Breslin, has established Union Label Councils in twenty-five Central Labor Unions in this state. Arrangements are being worked out for coordinating their activities with the Federation's Union Label Committee. It is further planned to hold a union label conference in conjunction with future Conventions of the State Federation, as well as compile a directory of where union label goods may be bought. The committee intends, by the 1953 Convention, to be in a position to insist upon the enforcement of that provision in the constitution requiring delegates to have five union labels on their clothing in order to be seated. Martin Casey and his committee are to be commended for their tireless efforts to increase the union-label consciousness of all union members and eventually the general public.

As to the financial condition of the Federation I urge all delegates to carefully read the auditor's report to be found on the back pages of this book. Despite many economies and curtailments in services during the past year, we incurred a net loss of \$1,901.66 in the Federation's general funds. While the Committee on Education has a substantial balance, this is only a "drop in the bucket" compared to what our political "arm" will need for the elections this Fall. This deficit of expenses over income would have been much greater were it not for the concerted drive that was put on to get all local unions in good standing by the end of our fiscal year (June 30th).

It is significant that, for the past few years, the expenses of the Federation have been consistently exceeding our income. On this point, the comment of our auditing concern deserves the serious consideration of the delegates to this Convention. While it is true that a labor organization like the Federation is not expected to show a profit, it is a fundamental business principle that you can't exist for long on a policy of deficit financing. In my report to the 1951 Convention, I stated that "In order for the Federation to be in a position to render to affiliated locals the kind and quantity of service required, it will be eventually necessary to improve our financial structure."

Over the past four years our net income loss amounted to almost \$20,000. Faced with consistently increasing costs and requests for assistance, the Federation must put itself on a sounder financial basis. It is my considered opinion, that the delegates to this Convention should seriously consider a 1c increase in per capita tax. Of this increase $\frac{1}{2}$ c would be allocated to the Committee on Education and $\frac{1}{2}$ c to the Federation's general funds. We can't continue, year after year, eating into our "economic fat" or reserves.

If all AFL unions in the state were affiliated with the Federation, and if all affiliated unions paid on their "true" per capita tax, our financial problem would be partially solved. Unfortunately, however, there are still 200 or 300 locals outside the fold of the Federation, and there are still far too many locals that "cheat" on their per capita tax payments.

There have been a number of long and costly strikes during the past year involving affiliates of this Federation. The employees of the Eastern Mas-

sachusetts Street Railway Company have just concluded a 127-day strike against that company. This long and bitter dispute was a sample of a "union-busting" attitude of an arrogant and adamant employer who resisted every conceivable and reasonable effort to end the walkout.

Prior to that, the employees of the Western Union Telegraph Company took a terrific "beating" from an equally ruthless company. Another group of poorly paid white collar workers, who experienced the hunger and hardship forced upon them by a selfish employer, were the Insurance Agents employed by the Prudential Insurance Company. These were all AFL organized workers. Currently the CIO Steel Workers have been on strike for almost two months against the powerful steel companies of the nation.

These four disputes represent a well-calculated resistance on the part of big business against organized labor and its objectives. For the past six months, it has been evident that industry is determined to fight every inch of the way against any substantial concessions to unions. It would almost appear as though they have been marking time, keeping their unions on the defensive, while hoping for a change of Administration in next November's elections. The harassing effects of the infamous Taft-Hartley Law are increasing all the time. A complete revision of this statute is urgently needed to restore equity and sanity to labor relations.

Not content with effectively stymieing the passage of badly needed social legislation both in Washington and in the State Legislature, business is grimly determined to give labor "the business" and battle it out across the picket line. The implications of this crisis are most painfully evident to the above mentioned employees. The situation calls for a high degree of industrial statesmanship both on the part of management as well as labor. Caution and restraint should be the watchword in local unions until the current situation corrects itself, as it eventually must.

Since last November, there have been two conferences of New England State Federations of Labor. It is hoped that before long, the six Federations will work out the details for periodic conferences, in order that the officers of these various Federations may get better acquainted and pool their ideas and resources. The problems of the New England economy are such that they involve this entire region rather than any one part of it. In my opinion, there is much mutual advantage that can come from a coordination of the activities of our sister Federations thereby better understanding and being better enabled to solve the problems peculiar to this part of the country.

Since the last Convention, the plight of the textile industry in Massachusetts and throughout New England has assumed grave economic proportions. Thousands of textile workers affiliated with the Federation experienced the grim realities of mass unemployment. The large textile centers of Lawrence, Lowell, Fall River and New Bedford have been hard hit by the slump in both cotton and woolen textiles. Almost one-third of those drawing unemployment compensation during the past year came from these four cities. Thousands of them have exhausted their benefits and still have not been called back to the mills, nor have they found other jobs.

The ills of the textile industry, unfortunately, do not lend themselves to a simple solution. Competition from the South is partially responsible for the decline of the industry here. The Taft-Hartley Law presents almost insurmountable obstacles to the unionization of southern workers, which could

partially eliminate the wage advantage enjoyed by southern mills. I wonder how the Republican Senators from Massachusetts and other New England states can rationalize their position in voting for that legislation now that it has proven an effective deterrent to the organization of southern workers.

The threat of more mills from Massachusetts and New England moving to the South is regularly announced in the pontifications of President Francis White of the American Woolen Company. This "modern Jeremiah" and prophet of doom seemingly delights in disturbing the workers in the communities where his companies' plants are located. The fact that some textile mills in this state are running profitably at present, because of modern machinery and efficient production, gives the lie to Mr. White and his ilk that the industry here is doomed. The industrial statesmanship of the leaders of textile unions, in adjusting work loads and other concessions, should be matched by statesmanship and faith in the future of New England by the leaders of the textile industry.

A year ago the idea of wage cuts was a fantastic improbability. Today large segments of textile workers are face to face with that reality. Time alone will tell whether these reductions in pay will be permanent or permanently solve the wage differential between northern and southern textile mills. As always, it is the workers who suffer and sacrifice for problems that are not of their making. The impact of these wage cuts will be closely watched by workers in other industries in this area.

Paradoxically, the slump in textiles has been marked by unprecedented activity and employment in most of the other industries in this state. In the field of electronics metal working and manufacturing, business has reached a record high. This acceleration is largely due to the nation's defense program. There are many variable factors in the future picture that compel a degree of caution.

The outcome of next November's election is at this moment uncertain, to say the least. In nominating Eisenhower, the Republicans have undoubtedly put forth their strongest candidate. At the moment this is being written (July 22nd), it is still too early to know the Democratic nominee.

Prior to the Republican Convention "Ike" was depicted as a heroic figure who seemed slated to capture the imagination and the votes of the American people. However, he emerged from the "carnage at Chicago" with his lustre considerably tarnished. Because of his lack of comprehension of the domestic problems of the nation, as well as the mechanics of government, he will be utterly dependent upon the reactionary forces that were instrumental in capturing the nomination for him. They include the "sinister" Sinclair Weeks of Massachusetts, the reactionary Joseph Pew of Pennsylvania, the frustrated Thomas E. Dewey of New York, and Wall Street's Winthrop Aldrich. Eisenhower will be utterly beholden to them and their ideas.

It is my considered opinion that the overwhelming majority of the American people will think in terms of "bread and butter" domestic issues when they vote next November. They will be motivated by how their economic welfare will be affected by a particular candidate or party. The slogan, "The Ballot Box Is Your Bread Box", will be the battle cry of American Workers this year.

Based upon my observations of the past few years, and I say it advisedly, it is not so important who the President or Governor is, as what kind of a

Congress and what kind of a legislature is elected. Despite the gallant and courageous efforts of President Harry S. Truman, we have seen a coalition of Northern Republican and Southern Democrats effectively prevent the passage of very much in the way of major social legislation in the past few years.

On the state level, with a favorable and friendly Governor, in the person of Paul A. Dever, we have secured relatively few legislative victories in the past two years.

This should point up the necessity and importance of electing an outstanding liberal United States Senator in the person of Congressman John F. Kennedy, and two additional friendly Congressmen from this state. In the legislature our efforts should be concentrated on replacing some of the "Insurancecrats" with liberal Democrats in the primaries, retaining present control of the House, and in electing four more true friends of the working men to the State Senate.

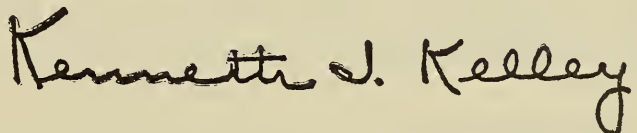
This can only be accomplished by an all-out effort in the next few months. The hard, unglamorous but fundamental task of informing and alerting every worker, his family and friends, down to the block and precinct level, must be started immediately and intensively carried on until election day. It is imperative that the delegates to the 66th Convention dedicate themselves to this if we hope to fulfill our manifest destiny.

In conclusion, I wish to extend my grateful appreciation to some whose cooperation and assistance during the past year has been most helpful and heartening: to AFL Regional Director Michael J. Walsh and his organizing staff, to President Henry J. Brides and the members of the Executive Council, to Director of Education Francis E. Lavigne, to the members of the Federation's Standing Committees, to the officers of International Unions, Central Labor Unions and Local Unions, to our "legal beagle", Robert M. Segal, and to the many others, I express my heartfelt thanks.

To the office staff, Catherine Hennessy, Frances Balough, Eileen Kreinsen, our most recent addition, Jean Ryan, and Yvonne Ryan, Secretary to the Committee on Education, I am deeply indebted for their loyalty, encouraging assistance and unselfish devotion to the varied functions of the Federation which has contributed immeasurably to the efficient and harmonious administration of the office.

Finally to the delegates to the 1951 Convention who honored me by election as Secretary-Treasurer-Legislative Agent for two years, I am deeply grateful and sincerely hope that by my actions in this position I have fulfilled their confidence and trust.

Respectfully submitted,

A handwritten signature in cursive script that reads "Kenneth J. Kelley". The signature is written in dark ink and is positioned above the typed name.

Secretary-Treasurer.

Legislative Agent's Report

Over 3,000 bills were acted upon by the 1952 session of the Massachusetts Legislature. Twenty-eight of them were prepared and filed by me on behalf of the Massachusetts Federation of Labor and affiliated locals. There were about 300 other bills that directly or indirectly affected the interests of workers and required the attention and participation of your Legislative Agent. Based upon five years of experience and observation at the State House, I am firmly convinced that the Federation should file fewer bills and concentrate on those affecting broad segments of the Federation's membership.

After last year's marathon session, the legislature started out with an unprecedented burst of speed. For the first couple of months hearings and the legislative machinery functioned at a breath-taking pace. While the desire to wind up the session before the National Conventions was admirable, the hasty and scant attention that was given to many important measures is regrettable.

Early in January, one of the leading political commentators of a Boston paper predicted that, "Neither labor nor industry would secure any great victories from the 1952 legislature." In substantiation of this statement, he pointed out that the power of each would cancel out the effectiveness of the other, going on to say "no legislation detrimental to either group would get by." With a few exceptions, his prophecy was fulfilled.

At the outset of the session, it was apparent that the propaganda campaign of business interests against further labor legislation was very effective. A great clamor "that legislation and taxes" were driving industry from Massachusetts was raised on all sides by "modern Jeremiahs". These "prophets of doom" claimed that Massachusetts outranks the rest of the country in social legislation, and that there should be a moratorium, "in order for other states to catch up with us." The fallacy of this argument could be readily seen from the great number of industrial states that have, in recent years, surpassed Massachusetts in the liberality of unemployment compensation, workmen's compensation and other laws. While the textile industry in this state admittedly was in a serious slump during the past year, most other businesses were enjoying peak production, peak profits and peak employment. For further analysis of my views on the textile situation, may I refer the delegates to my Secretary-Treasurer's Report in the previous pages. Those concerns that never had it so good hid behind the skirt tails of the sick textile industry and succeeded in scuttling improvements in the workmen's compensation, unemployment compensation and other beneficial laws. Chiefly for this reason, organized labor did not achieve many of its important legislative objectives.

In his message to the legislature, Governor Dever proposed the creation of an Industrial Plant's Trust as a positive step toward strengthening the economy of Massachusetts. With courage and clarity, he outlined a method for attracting new industries and expanding existing industry, to be financed with public financial assistance. This constituted the Bay State's answer to the inducements of Southern States, who are offering plants and factories erected with public funds. Unfortunately, the Governor's ambitious antidote

for some of the state's economic ills was rejected by the legislature, even after it had been revised to meet the objections of financial interests.

In the last year or two, a number of municipalities have established industrial development agencies. Enabling legislation creating more than a dozen of them has been passed. Indications are that this trend toward city-financed development corporations will increase. In a number of communities, labor is represented on the boards administering these programs. They are making a constructive contribution to the industrial well-being of their city. I strongly urge the officers of all Central Labor Unions to actively participate in the industrial development program in their areas.

Labor costs, attitudes and relations are important factors in attracting new industries to a community. Union leaders can and should cooperate with other groups in the job of selling the advantages to a prospective employer of locating in their home town. Labor has a very vital stake in improving the economic well being of its community. The prosperity of workers is in direct proportion to the prosperity of their employers and their region.

We finally succeeded in having a 75c minimum wage law passed. While the new law purports to establish 75c an hour for workers in intra-state commerce, and sets a "floor of 65c an hour for all wage orders, it contains some highly objectionable exemptions. The worst of which was introduced by Representative Philip A. Chapman of Dorchester a "renegade" Democrat. Chapman's amendment deprived all waiters, waitresses, taxicab drivers, barbers, bell hops and hotel workers and countless other employees who receive tips, from protection against starvation wages. He opposed paying them any more than 50c an hour, which figures out to \$20 or \$24 depending on whether they worked a forty or forty-eight hour week. Representative Chapman has the dubious distinction of having attempted to allow greedy employers to demand a portion of the tips earned by waiters, waitresses and others who receive gratuities. Voting against any bill that would help workers seems to have become an obsession with Rep. Chapman. The objectionable features to the new minimum wage law should be eliminated by the next legislature, in order to give greater protection against substandard wages to thousands of workers in white-collar occupations and the service trades.

For the fourth consecutive year, the AFL and CIO waged an intensive fight to have a sickness compensation law passed. After jointly filing a bill for an exclusive state operated plan, we were convinced that the temper of this year's legislature militated against its passage. After revising our strategy and supporting a competitive plan, patterned after the California Act, we found to our dismay that even this honorable compromise was defeated.

The power and the influence of the "rule or ruin" insurance companies was stronger than ever. With ruthless efficiency, they constitute the "invincible government" at the State House. Operating through a "million-dollar lobby", aided and abetted by certain legislators beholden to them, they have been able to thwart the passage of a sickness compensation law and defeat any improvements in the workmen's compensation law. Eventually, some disability insurance law will be adopted giving workers protection against off-the-job illness. What form it will ultimately take is a matter of conjecture. Suffice it to say, the Federation should steadfastly resist any law which will turn the needy over to the greedy.

One of the outstanding accomplishments of our legislative efforts this year was the passage of our proposal for the creation of a Slum Clearance and

Urban Redevelopment Authority. A large share of the credit for this important victory belongs to John Carroll, Chairman of the Federation's Housing Committee, and Representative John Beades of Dorchester, who zealously guided the bill through the legislative maze. To the best of our information, no other state has, as yet, embarked on a program of replacing blighted areas with industrial or residential buildings financed by private enterprise. Another feature of the new law is a \$25,000,000 appropriation for the erection of housing accommodations for families displaced by arteries, bridges and other transportation projects. The passage of this law will enable Massachusetts communities, to secure a vast amount of money from the federal government for urban redevelopment and the elimination of slums. In light of the drastic curtailment of low-cost housing by the recent Congress, the new Massachusetts law looms more important than ever.

A great number of bills improving the benefit provisions of the unemployment compensation and workmen's compensation acts were originally referred to Recess Commissions for study by legislators who had succumbed to the "go slow" admonitions of certain re-actionary interests. The recess study device is frequently resorted to on "too hot to handle" measures. Faint-hearted legislators prefer to let them cool off for a year, hoping that they will die or be forgotten. This is not to say that sometimes constructive legislation doesn't emerge from such studies.

Some thirty-five bills dealing with the workmen's compensation and employment security laws were ordered to be studied by the Committee on Labor and Industries. The resolve providing for this was referred to the joint Committee on Rules. They kept it effectively "bottled up" there for many months and never let it see the light of day again. A similar stifling fate befell a number of other important study orders. The technique of those opposed to badly-needed changes in the unemployment, workmen's compensation and other laws affecting working people is to try to defeat the bill either before legislative committees or in the House or Senate. If they aren't successful, they then have the matter referred for a year's study. Not content with this victory, they then proceeded to sabotage the study proposal.

As in the past, it was chiefly Democratic legislators who consistently voted for bills beneficial to working people and their families. However, during the past year, there have been 12 to 15 "renegade" Democrats who have voted against most legislation favorable to those who work for a living. I have referred to them previously as "Insurancecrats" whose record of disservice to their party and people is comparable to the "Dixiecrats" of the South, who have, in coalition with Northern Republicans, effectively sabotaged social legislation in Congress. Generally, the Republican legislators have opposed most legislation designed to benefit workers. However, there has been a handful of liberal Republicans, both in the House and in the Senate that have courageously voted in the interests of wage earners.

The American Federation of Labor's political philosophy, laid down by its first President, Samuel Gompers, is as sound and appropriate today as when our foresighted founder uttered it, "Elect your friends—Defeat your enemies." If I might be permitted to adapt that fundamental precept to the present political scene, I would add, "regardless of what party labels they bear." Attention of the delegates is called to the Official Labor Record which will be distributed at the convention. It contains the good and bad votes of all legislators for the 1951-1952 session. Not by promises or personalities, but by their

votes, you should *know* and judge *them*. You will see who your "true friends" were when the "chips were down" on bills affecting your pocketbook and livelihood. Likewise you can tell who the "perfidious friends" were that deserted the workingman's cause.

The following is a summary of the disposition of important labor legislation by the 1952 session of the Great and General Court.

BILLS FAVORED BY LABOR AND ENACTED

75c Minimum Wage Law.

Based upon various Bills Including Senate Bill No. 204

(Petition of Massachusetts Federation of Labor)

The State Minimum Wage Law was amended this year by establishing an objective of 75c per hour. While the bill in its final form (Senate No. 205 with amendments) was not just what the Federation wanted, it at least establishes a "floor" of 65c an hour for all future wage orders. As enacted, it contains exemptions that are objectionable and should be eliminated next year. Particularly vicious was the amendment by Rep. Philip A. Chapman which excluded waitresses, cab drivers and other workers who get tips from the slight increase provided in the bill. The new law streamlines the wage board machinery and should be strengthened to give a greater degree of protection against sub-standard wages.—Chapter 585.

Creating an Urban Redevelopment Housing Authority

House Bill No. 672

(Petition of Massachusetts Federation of Labor)

The passage of this far-reaching housing legislation represents a substantial victory for the Federation's Committee on Housing under the able leadership of John Carroll. Under this measure, a state appropriation of \$25,000,000 will be used to provide housing facilities temporarily for families dislocated by public works projects and slum clearance developments. Many Massachusetts communities may now secure federal funds to be used in replacing blighted areas with decent homes and industrial establishments. The Boston Housing Authority with vision and courage is already planning a large scale utilization of this program combining the best features of public initiative and private enterprise.—Chapter 617.

Teachers' Minimum Salary

Based Upon Senate Bill No. 105

(Petition of Massachusetts Federation of Labor)

Little by little the minimum starting salary for school teachers in Massachusetts is gradually being increased. The Legislature this year raised

the minimum to \$2,500 annually in larger communities, and \$2,300 in small towns. Although the new minimum is not as high as the Federation sought in Senate No. 105 and is still far from being sufficiently attractive to encourage young men and women to enter the teaching profession, it is a decided improvement over the rate in effect a few years ago. In 1946 the minimum salary was the shockingly low figure of \$1,000 a year.—Chapter 169.

Extending Safety Code for Window Cleaners

House Bill No. 698

(Petition of Massachusetts Federation of Labor)

Of the three measures filed by the Federation strengthening the safety regulations for window cleaners the most important was enacted. It extends to self-employed and individual window cleaners the same safety requirements that were adopted a few years ago for large cleaning concerns. This legislation was particularly important in view of the great number of small contractors in this highly hazardous field.—Chapter 155.

Sick Leave for Teachers Afflicted with Tuberculosis

House Bill No. 1210

(Petition of State Branch of American Federation of Teachers)

In a somewhat revised form, this important measure providing for disability pensions for school teachers forced to retire because of tuberculosis represents a great victory for the Teachers Union AFL. A few years ago, the Legislature passed a bill requiring periodic physical examinations for teachers, and making retirement mandatory for those having tuberculosis. There was no provision for compensating any teacher found to have this dread malady, which invariably was acquired in the class room. As passed this year, the new law extends to teachers and other school employees a decent retirement allowance when they are forced to leave the class room for this reason.—Chapter 469.

State Income Tax Exemption for Federal Employees Payment to U. S. Retirement Fund

Senate Bill No. 438

(Petition of Senator Silvio Conte)

After a struggle lasting many years, federal employees residing in Massachusetts may now deduct their 5% payments to the U. S. Retirement Fund from their State Income Tax. It is estimated that some 60,000 workers employed in the postal service, the Navy Yard, and other government installations, as well as in various federal agencies, will benefit from the passage of this legislation. A large share of the credit goes to James M. Murphy, President of the Federation of Post Office Clerks, Local 100, Boston, Massachusetts, who effectively enlisted the aid of other government employees' organizations in working for its passage.—Chapter 555.

Prohibiting an Employer from Requiring Workers to Pay Back a Portion of Their Tips

House Bill 175

(Petition of Representative John J. O'Rourke)

This important legislation was necessary in order to put a stop to the sordid practice of requiring workers to "kick back" some of their tips which they had earned. It originated in court action courageously taken by Commissioner of Labor and Industries DelMonte, against a new drive-in restaurant that was forcing its "car-hops" to give the employer \$2.00 daily out of the tips they received. An amendment applicable solely to those serving food and beverages, while not wholly satisfactory, effectively covers the situation that pointed up the need of legislation.—Chapter 490.

Rescinding 1941 Resolution for a 25% Limitation on Federal Income Taxes

House Bill No. 1197

(Petition of Massachusetts Federation of Labor, Massachusetts CIO Council,

Representative James L. O'Dea, Jr., and John L. Saltonstall, Jr.)

We were successful in getting this year's legislature to repeal a resolution adopted by the 1941 legislature, calling upon Congress to amend the Federal Constitution limiting income taxes to 25%. This is the so-called "millionaire's amendment" that had been adopted by a number of states. If passed by 36 states would require Congress to call a convention setting a "ceiling" on these federal taxes. It is estimated that federal revenues would be reduced by \$16,000,000,000 which would have to be made up by increasing other taxes or possibly by a federal sales tax. The drive of the reactionary Committee for Constitutional Government, and the sinister Western Taxpayers Association has been temporarily reversed by our success in having House Resolution 1197 adopted.

BILLS FAVORED BY LABOR AND DEFEATED

Outlawing Labor Spies

Senate Bill No. 274

(Petition of Massachusetts Federation of Labor)

The use of private detective agencies by certain anti-union employers in this state has increased to the extent that the Federation felt impelled to file this bill. It provided for stricter regulation of the use of operators from detective agencies in industrial establishments having labor trouble. Legislative safeguards are necessary, in order to prevent companies from hiring "spies" in plants where a union is trying to organize, or where an employer is trying to get rid of a union. Although only a few employers in the state

resort to these tactics, the Federation should continue its efforts and re-introduce the bill next year.

Labor Representative on the Public Utilities' Commission

House Bill No. 539

(Petition of Massachusetts Federation of Labor)

In a number of rate and fare increase cases during the past year, the Department of Public Utilities has shown a disturbing disregard for the interests of the general public. Since most requests for increases filed with the D.P.U. by utility companies are based on wage increases, it is only logical that a person with a background in labor negotiations is eminently qualified to determine how much of a rate increase is necessary to offset the wage increase. The fight to have a bona fide representative of labor and consumer interests on this important state agency should be continued.

Permitting Employees of Hospitals and Non-Profit Institutions to Organize

House Bill No. 660

(Petition of Massachusetts Federation of Labor)

This bill would have amended the State Labor Relation's Act so that the benefits of unionization and certification would be extended to workers in hospitals, schools, social agencies and other so-called non-profit institutions. Some years ago, the state Supreme Court ruled that employees of hospitals were not engaged in "commerce" and therefor were not entitled to be certified by the State Labor Relation's Board. Since that time, these notoriously underpaid employees have unsuccessfully tried to overcome this court decision. A strike in a hospital or other institution would be untenable. The wages and working conditions in many of them are intolerable. The solution lies in amending the Baby Wagner Act to grant them the same rights that workers in private industry enjoy. The merits of this legislation are even more apparent when one sees how bitterly these institutions oppose a decent minimum wage law.

Election Day a Legal Holiday

Senate Bill No. 80

(Petition of Massachusetts Federation of Labor)

Once again, the Federation's fight to have election day observed as a legal holiday in Massachusetts was defeated. It was hoped, that this being an election year, that the legislature would make it possible for a greater percentage of the eligible voters to cast their ballots. Many workers are now employed for long hours at considerable distances from their homes, which makes it exceedingly difficult for them to vote. If the legislature persists in listening to the persuasive influence of the Retail Trades' Boards and Chambers of Commerce on this question, then perhaps the solution lies in amending the "time off for voting" law to grant workers a few hours off without loss of pay in order to be able to vote.

Sickness Compensation Insurance

Senate Bill No. 203

(Petition of Massachusetts Federation of Labor and Massachusetts State CIO)

Again this year our efforts to have a sickness compensation law protecting workers against wage loss due to illness were unsuccessful. As filed, our bill provided for an exclusive state fund operated as an adjunct to the unemployment compensation system. Yielding to political realities and expediencies, we finally supported a competitive state fund plan which permitted both private insurance companies as well as the state to participate. Even this honorable compromise was defeated by a coalition of renegade Democrats and most of the Republicans in the House. To some, business conditions were not propitious this year for the passage of this badly-needed extension of the social security program. Despite the reverses of the past few years on this vital economic question, the Federation should continue to strive for the passage of a satisfactory sickness compensation law.

Graduated Income Tax

House Bill No. 405

(Massachusetts Federation of Labor)

Our long fight for a Constitutional Amendment to permit the levying of a Graduated State Income Tax received a setback this year. The 1950 legislature approved the measure, but further approval by a joint session of the 1952 legislature was required in order that this question could be submitted to the voters at this year's election. A clever campaign of opposition was organized by the Taxpayers Associations, the Chambers of Commerce, Business groups and newspapers throughout the state. After much stalling, and under the prodding of Governor Dever, the legislature finally met in joint convention and voted to deprive the voters of a chance to say whether or not they favored a graduated income tax. In effect, the majority of the legislature said they didn't think that the taxpayers were competent to decide this vital question. Sooner or later, Massachusetts is going to have to "face up" to the problem of revising its tax structure or levying the unfairer of all taxes, a sales tax. Although we will now have to start from "scratch" again, and it will take four years to get this question before the voters, the Federation should continue to campaign.

Investigation of Insurance Companies

House Bill No. 634

(Petition of Massachusetts Federation of Labor)

For the past few years, the State Federation has been trying to have an investigation of insurance companies in this state. It is felt that the cost of automobile and workmen's compensation insurance justify a thorough study for the protection of the public interests. Since the state compels all autoists to be insured, and requires all employers to carry workmen's compensation insurance, it is fair and reasonable for the state to see that its citizens are not mulcted. The operation of insurance companies in these fields has been de-

scribed as "legalized larceny." Our efforts for a probe of the rate-making procedure and other operations of insurance companies should be continued.

Legislation Relative to Eastern Massachusetts Bus Strike

House Bill No. 2441

(Message from His Excellency the Governor)

In an effort to end the lengthy strike on the Eastern Massachusetts Street Railway Company property, Governor Dever recommended legislation that provided for state seizure and operation of the bus line until a satisfactory settlement was reached. The bill provoked a great controversy. It was a drastic solution resorted to because of an arrogant employer who was determined to "starve the union into submission." While there were some features of the bill that were distasteful to the Executive Council of the Federation, it was felt that they were applicable solely to the present Eastern Massachusetts strike and that the end in this case justified the means. The legislature in its wisdom rejected the bill and the strike dragged on for many weeks more.

Liberalizing Workmen's Compensation Act

Senate Bill No. 201, House Bills Nos. 457-661-754-1271

(Petitions of Massachusetts Federation of Labor)

Only a few minor changes in the Workmen's Compensation Law passed this year. Four of the five bills listed above were referred to the Committee on Labor and Industries for recess study. Sad to relate, the order for this study was pigeonholed for four months in the Committee on Joint Rules, and was smothered to death, with the result that now there won't be a study made of these improvements in the Workmen's Compensation Law.

Senate No. 201 guaranteed the re-employment rights of injured workers.

House No. 457 incorporates the principle of an "escalator clause" in workmen's compensation benefit payments. House Bill 661, would raise the present \$30.00 maximum weekly benefits to more nearly approximate two-thirds of a injured worker's former wages. House 754 is the State Fund for Workmen's Compensation measure that the Federation consistently sought in place of the present setup that is run exclusively by the insurance companies and primarily for profit. House Bill 1271 calls for payments to an injured worker for the time lost attending medical clinics and doctor's treatments. I am firmly convinced that the Federation should re-introduce these measures.

Liberalizing the Unemployment Compensation Act

House Bills Nos. 654-926-927-1273

(Petitions of Massachusetts Federation of Labor)

The Federation sought through these four bills to correct the injustices in the new Employment Security Act that became effective January 1, 1952. House No. 654 would have extended the duration of benefits to a maximum of 30 weeks. House No. 926-927 would have revised the employer's reserve ac-

count feature and the individual base and benefit year provisions of the new law. It is still too early to tell how many "booby traps" for jobless workers there are in the big-business dictated new law. Suffice it to say, the new law is working distinct hardship on many thousands of textile workers who have exhausted their benefits and do not qualify for additional compensation. House No. 2211, which would have increased the weekly benefits to \$30.00 met the same fate. These and other bills relating to the Unemployment Compensation Act were going to be referred to a Recess Commission for study, but as has been already outlined, this study was quietly quenched. We should not cease trying to bring unemployment benefits up to the level of comparable industrial states.

Social Security for Public Employees

House Bill No. 1277

(Petition of Massachusetts Federation of Labor)

Legislation extending coverage under Federal Social Security to public employees not eligible for existing pensions, was the Federation's objective in this bill. There are thousands of public employees who commence working for the state or city after reaching 55 years and therefore couldn't join retirement systems. Many of them had built up social security credits while working in private industry which they stand to lose in public employment. The merits of this legislation entitle it to be re-introduced.

BILLS OPPOSED BY LABOR AND DEFEATED

Permitting the Forced Retirement of Older Workers

Senate Bill No. 200

(Petition of Roy F. Williams, Associated Industries of Mass.)

This cleverly disguised legislation would have allowed employers to compel the older workers to retire pursuant to pension or retirement programs. If passed, it would have greatly weakened the age amendment to the F.E.P.C. Law that the Federation had passed by the 1950 legislature. Compulsory retirement of workers at arbitrary age is unrealistic and unsound. Some of the big companies that were behind Senate Bill 200, force women to retire at 55 and men at 60 years of age, regardless of how small a pension they had accumulated. It is to the everlasting credit of Governor Dever that he vetoed this heartless legislation and was sustained by the legislature in the closing hours of the session.

Permitting the Wider Use of State Police in Labor Disputes

House Bill No. 490

(Petition of Representative Francis A. Harding)

This drastic legislation would have placed the State Police in the role of strike breakers. It originated in two bitter strikes involving notorious anti-

labor companies during the past year. Under its provisions "scabs" and "union-busting" companies could secure the protection of state troopers in cases of real or imagined threats by striking workers. No intelligent union officer condones or encourages violence or disorderly conduct in strike situations. Law enforcement authorities have adequate rights under existing laws to prevent physical or property damage. If Representative Harding's bills had ever passed Massachusetts would have written a bloody page of industrial strike and "union-busting" activities.

Regulating Competitive Bidding on Public Building Contracts Senate Bill No. 427

(Petition of Associated Industries Sub-contractors by Robert LaCentra)

This legislation generally known as the "Sub-Contractors Bill" was opposed by most of the Building Trades unions. It would have revised the procedure for bidding on public construction by permitting separate bids to be submitted by certain classifications of sub-contractors. Most of the Building Trades Unions felt that the present arrangement whereby the contract is awarded to a general contractor who is responsible for seeing that all sub-contractors are union, is a much more effective way of preserving union standards and conditions. They felt that only chaos and confusion would result from the passage of the sub-contractor's bidding bill, and that it would create endless trouble and litigation.

Changing the Prevailing Wage Law for State Printing and Binding Senate Bill No. 426

(Petition of Basil B. Wood and Senator Ralph C. Mahar)

If passed this bill would have greatly weakened the law requiring that prevailing wages be paid for all printing and binding contracted for by the state. While the bill was amended making it applicable solely to binding, it would have permitted state institutions to do their own binding to the detriment of book binders employed in private industry. This legislation would have tended to break down the protective standards that means so much to the printing trades' unions.

CONCLUSION

Neither space nor time permits a more complete listing of the many other legislative matters that occupied your Legislative Agent during the past year. Constant attendance and careful scrutiny at the State House was necessary in order to protect the interests of the members of the Federation and all workers. Under the direction of the Executive Council, I have carried out the Federation's legislative program to the best of my ability.

For their fine cooperation and assistance, I wish to commend and thank Governor Paul A. Dever and his secretaries, J. John Fox and George McMahon, Speaker of the House, Thomas P. O'Neill, Jr., Majority Floor Leader Robert F.

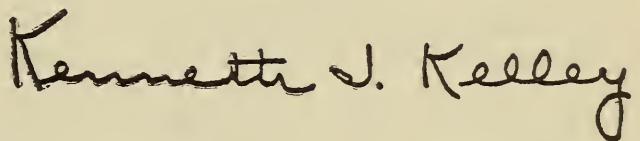
Murphy, Senate Minority Leader John E. Powers, Chairman of House Ways and Means Committee, Cornelius Desmond, Jr., Senator Christopher Phillips, and Representative Joseph T. Conley, Senate and House Chairman of the Committee on Labor and Industries, Representative Conley together with Representatives, Mario Umana, James L. O'Dea, Jr., Robert F. Murphy, Harvey A. Pothier, Michael J. Carroll, James A. Burke and Paul A. McCarthy, eloquently and ably "carried the ball" on most labor bills in the House. I wish also, to express my grateful appreciation to other Senators and Representatives who demonstrated a genuine interest and understanding of the problems of the wage earners of the Commonwealth, and voted accordingly.

In addition to the Executive Council, I wish to thank President Henry J. Brides, Director Lavigne, chairmen of the various standing committees of the Federation, the officers and members of Central Labor Unions and local unions, our Attorney Robert M. Segal, Adviser on Workmen's Compensation, Samuel Horowitz, my colleague, Albert G. Clifton and all others who by their attendance and encouraging support assisted me at the State House this year.

I reiterate my recommendation of last year, that the Federation should devise a more effective method for securing the attendance and assistance of local unions in carrying out the Federation's legislative program. Attendance at the State House hearings this year was at times most discouraging. A task force of about twenty-five key officers in different parts of the state should be established. Their activities should be coordinated with those of the Executive Council and standing Committees on legislative matters. At a later date I will submit specific details for streamlining our legislative machinery.

To the delegates who conferred upon me the distinct honor and privilege of serving as Legislative Agent during the past year may I express my humble appreciation. I hope I have measured up to their expectations and to the best traditions of the Massachusetts Federation of Labor.

Respectfully submitted,

A handwritten signature in dark ink, reading "Kenneth J. Kelley". The script is cursive and fluid, with the first letter of each name being capitalized and prominent.

Legislative Agent.

DEPARTMENT OF LABOR AND INDUSTRIES

Once again, I am pleased to bring to the Annual Convention of the Massachusetts Federation of Labor the greetings of the Department of Labor and Industries, and my own best wishes for a pleasant and successful meeting.

The work of our department continues to increase, with new legislation being enacted yearly and a growing recognition by representatives and members of labor organizations of the importance of the department to them. The brief summary of the activities of our divisions which follows does not begin to cover the service which is rendered to the people of the state, but it will serve to describe the various functions of the department.

During the past year, we encountered two problems which were of considerable importance. The use of the new powder actuated hand tools in the building industry had created a new hazard, a great danger to the operators. I appointed a special committee to study the matter, and, as a result, we promulgated rules and regulations to control the use of these tools. As far as can be ascertained, Massachusetts and Oregon are the only states which have taken steps to control the operation of this new method.

The second problem was the practice instituted by employers in the restaurant occupation of requiring waiters and waitresses to pay back twelve dollars out of the tips received from patrons. The plan was started by operators of drive-in establishments, of which there are many throughout the commonwealth, and several new ones being constructed. We brought this matter to court, and received a favorable decision from the Superior Court, to the effect that this practice is in violation of the minimum wage order covering this occupation. In order to insure the abolition of this unfair practice, we had legislation filed with the General Court to make such an act illegal, and, at the present writing, there is every indication that it will be enacted into law.

I extend my congratulations to this great organization for the benefits it has brought to our working men and women, and wish you continued success in the years ahead. I further wish to express my appreciation for the cooperation shown by your officers to me, which has done so much to promote the outstanding labor-management relationships enjoyed here, and has made Massachusetts a leader in this field. JOHN J. DeLMONTE, Commissioner.

Division of Statistics

The functions of the Division of Statistics are covered by Chapter 149 of the General Laws, Sections 169-173, and are quite general in scope except for the specific requirements with reference to the "Annual Census of Manufactures". The Division has two distinct branches, one the office of Statistics of Labor, which includes the "Reference Library" of the Department, and the other, the office of Statistics of Manufactures. Also delegated to the Division are those duties in connection with the reporting of unions under the so-called "Barnes Bill".

The office of Statistics of Labor has as its principal function the collection and publication each month of statistics relating to employment and earnings of wage and salaried workers of the Commonwealth. In this work, we cooperate with the Federal Bureau of Labor Statistics which uses the same

schedules for preparing area and nation-wide summaries, thus avoiding duplication in the collection of similar data.

A "Directory of Labor Organizations in Massachusetts" has been published annually for over forty years and, as the title implies, contains the name and local number, with time and place of meeting, and names of certain officials, for each local union known to be in existence in Massachusetts. The schedules used also provide for reporting, on a confidential basis, the membership of each local, by sex. These statistics are summarized and appear as a section of the Directory. There exists for Massachusetts a continuous membership record for over forty years. Massachusetts is one of the few states in which such a publication is printed, and it has proved of great usefulness to the labor movement in this State. As of January 15, 1951, there was a total of 2,033 local labor organizations (exclusive of letter carriers, post office clerks, etc., with a membership of 605,220, comprising 437,545 males and 167,675 females.

Because of the experience in connection with the Directory, the collection of the "statement" and "annual financial reports", required by the "Barnes Bill", was assigned the Division. This law, because of its compulsory features, added much to the work of the Division. A great deal of clerical work is involved in keeping accurate records for some 2,300 unions. It is the opinion of the Director that gains to members of labor unions by the passage of this act have been nil. The simplification, by the legislature several years ago, of the section with reference to financial reporting, has meant easing of the clerical work, and most certainly the individual local unions find it immeasurably easier to complete the new simplified financial report.

The Division of Statistics maintains a "Reference Library" in Room 473, State House, which is the central point for information, serving the officials and personnel of the entire Department and the general public. It is used extensively by many labor union officers, governmental officials, representatives from industrial firms, librarians, and students from the schools and colleges in the vicinity. The library personnel consists of the librarian and two assistants.

Division of Standards

This Division is primarily engaged in weights and measures work which embraces the testing of all types of weighing and measuring devices used for the purpose of buying, selling or for hire as well as the enforcement of laws in relation to the prevention of the giving of short weight or insufficient measure. These laws are primarily consumer protective.

It promulgates a code of regulations, specifications and tolerances in relation to these devices and the use thereof and functions as the approval authority of all types of weighing and measuring devices used for commercial purposes which includes devices used for the purpose of determining wages or compensation for labor performed.

It enforces the law in relation to the manufacture and sale of clinical thermometers and certain other laws in relation to quality requirements of specific commodities. A testing laboratory is maintained and the Division is equipped with large mobile testing units for field tests.

The Division is also the licensing authority for Hawkers and Pedlars and Transient Vendors, and the revenue from these sources supports the Divisional operations.

Division of Necessaries of Life

This Division has investigatory authority in the matter of costs of all phases affecting commodities which are deemed necessities of life and in connection with this authority has power to summons parties and books of record.

It receives and handles many complaints involving consumer problems and landlord and tenant relations.

It compiles and publishes a monthly index of the retail prices of specific goods and services in the Commonwealth and has a large mailing list for this publication including employer and employee groups.

An additional function of this Division is the enforcement of the Motor Fuel Sales Law which law sets up a specific standard for gasoline and prohibits adulteration, substitution and misbranding of gasoline and lubricating oil. This law is designated to protect the motorist particularly. All retail gasoline stations are licensed under this law, and the revenue so received sustains the expense of enforcement.

Division of Occupational Hygiene

During the fiscal year 1951 the Division continued its program of: (1) technical studies of the working environment to determine the presence of conditions affecting the health of workers, and if such were found, to determine ways and means of eliminating them; and (2) consultant services to aid in improving health and welfare services offered by industry to its workers.

During this period a total of 572 services were undertaken of which 416 were at the request of employers, workers, other divisions of the State government, etc., and 156 were self-initiated. These services involved a total of 966 visits to 413 establishments employing 187,000 workers.

These studies resulted in a total of 486 recommendations regarding improvements in the working environment or in health and welfare services. Approximately 56,000 employees were directly or indirectly affected by these recommendations. Recommendations recorded as completed total 184, involving over 30,000 workers.

Division of Industrial Safety

The fiscal year which ended on June 30, 1951 discloses the following results in our inspectional work. During the fiscal year a total of 92,347 inspections and other visits have been made by our inspectional forces, divided as follows:

Industrial Inspections:

Mercantile Establishments	30,640	
Workshops	3,144	
Mechanical Establishments	3,876	
Manufacturing Establishments	7,234	
Other Establishments	1,462	46,556

Building Inspections:

General Building	5,226	
Staging	392	
Roofing	73	
Painting	5,519	11,210

Public Works:	2,720	2,720
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Reinspections:	10,557	10,557
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Visits:

Accidents	653	
Complaints	1,635	
Homework	87	
Public Works (Chap. 461).....	958	
Occupational Disease	15	
Printing	138	
Other	17,818	21,304

GRAND TOTAL INSPECTIONS AND VISITS MADE		92,347
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Orders Issued

During the past year a total of 22,894 orders were issued, 15,139 of which were verbal orders and were complied with at the time they were issued by the inspector.

Accidents in Industrial Plants

Although the investigations of all accidents are made by the Industrial Accident Board, we have made it a practice to make special investigations of all serious and fatal accidents; during the past year all the following serious accidents were investigated:

Type of Accident	Fatal	Non-Fatal	Total
Amputation	—	31	31
Laceration	—	52	52
Burns	3	19	22
Fractures	3	27	30
Bruise	—	5	5
Crush	4	10	14
Sprain	—	9	9
Concussion	—	5	5
Internal Injury	—	6	6
Electrocution	3	—	3
Miscellaneous	6	8	14
TOTALS	19	172	191

The purpose of these special investigation of accidents by our Division is to ascertain whether or not they were caused by violations of our State labor laws, and to profit by the experience to prevent other accidents of a similar nature.

Weekly Payments of Wages

During the past fiscal year, 1419 complaints for nonpayment of wages were filed with this Division under the provisions of our Weekly Payment of Wage statute.

The amount of \$112,907.54 was collected by this Department, \$44,981.16 of which was collected without court action and \$67,926.38 was collected during or after court action had been brought by the Department. In addition 1,002 persons made personal calls and inquiries relative to wages and salary questions, but after being advised relative to the law, filed no complaints.

Report of the Division of Apprentice Training For the Fiscal Year Beginning

July 1, 1951, and Ending June 30, 1952

The records of the Division of Apprentice Training indicate that as of June 1, 1952, we have 3726 registered apprentice training programs, involving 6125 companies, employing 4329 apprentices, in the 140 apprenticeable trades.

The duties of the Massachusetts Apprenticeship Council as set forth by Chapter 707, of the Acts of 1941, include the establishment of Standards of Apprenticeship, adoption of such rules and regulations as may be necessary to carry out the intent of this law, compilation of such data as may be deemed necessary to determine trends of employment opportunity in the various trades, approval and cancellation of apprenticeship programs and agreements and to perform such other duties as may be necessary to give full effect to the provisions of the law.

The statute also provides for close cooperation between the Bureau of Apprenticeship, U. S. Department of Labor, the State Division of Vocational Education and local vocational school authorities, in regard to related technical instruction for apprentices, in accordance with the Standards established for the various trades.

The basic objectives of the Council and the Division are:

1. To promote a greater interest in the establishment of bona fide apprenticeship in the skilled trades throughout the Commonwealth with the cooperation of labor and management.
2. To train the youth of our Commonwealth in the skilled trades under standards and conditions which will insure full training and experience in all branches of the trade, supplemented by classroom instruction in related and technical subjects, as applied to the trade.
3. To encourage the establishment of local and state joint apprenticeship committees composed of equal representation of employers and employees, to assist in the formulation of apprenticeship standards and aid in supervising their operation.
4. To cooperate with all individuals and groups of individuals on a national, state and local level, who are interested in the development of sound apprenticeship programs.

I think it might be well at this time to reiterate the position taken by the Department regarding apprentices working under Chapter 461, of the Acts of 1935, which affects all public works' projects (Pre-determination of Wage Law). This Chapter makes no provision for the employment of apprentices

on such work. However, the Commissioner of Labor and Industries, using his prerogative under the law, has determined that apprentices may work on these public works projects, provided that the employer has had an apprentice training program registered with the Division of Apprentice Training prior to the awarding of said contract, and that said apprentice or apprentices are also registered with our Division.

Procedure To Be Followed by Union or Employer in Making Requests of Commissioner of Labor and Industries for Permission to Employ Apprentices on Chapter 461 Work.

Upon application to the Commissioner of Labor and Industries of a Union or an Employer of labor for permission to employ apprentices on a specific public works construction operation, the Commissioner shall, through investigation, determine if the employer and the union have an established signed program governing apprentice training registered with and approved by the Massachusetts Division of Apprentice Training which has been entered into prior to the award of contract, and if it is found that such a program exists, the Commissioner shall exercise his discretion and approve or reject the application for employment of apprentices under the wage scales, terms and conditions of said apprentice program on the specific operation to which the application applies.

"It is further agreed that besides a written application for the employment of apprentices, the applicant shall be required to appear before the Commissioner of Labor and Industries for a personal interview, in order that there shall be no misunderstanding as to the number of apprentices to be employed and the conditions of employment if the request is granted."

All trade unionists must be cognizant of the fact that "Craftsmen are made, not born".

Under today's circumstances with technological demands of modern industry calling for a certain amount of skilled workers, it is definitely up to labor and management to provide the craftsmen necessary for the future security and perpetuation of the skills of your individual organizations.

For years there were many who regarded a widespread system of education based on "liberal" education alone to be the basis of our democracy. A "liberal" education was construed to mean collecting of the wisdom of the ages and equipping young men to live rather than to work. In the world of today, however, it has been recognized that an adequate system must include equipping young men to work through sound comprehensive apprenticeship training in all of the major trades and industries.

Please allow us to be of service to you in developing an apprentice training program for your craft if you have not already done so. Remember your crafts will not be perpetuated unless you have sound apprenticeship training.

Board of Conciliation and Arbitration

The title of the Board indicates that it deals mainly with labor relations through the exercise of two functions: Conciliation, in cases where a strike has occurred or is threatened; and arbitration, in cases where both parties to a dispute submit a signed application for arbitration.

The arbitration function of the Board is handled by three associate commissioners; one as chairman of the Board representing the public interest, one as industry representative, and one as the representative of labor. These arbitrators, through the constant handling of many disputes, become expert in deciding any type of labor problem which comes before them. There is no cost to the contending parties for their services and they are usually able to offer quicker service than any other type of arbitration proceedings.

The conciliation function of the Board is handled by the Industrial Relations Adjusters attached to the Board. As with the arbitrators, these conciliators receive a great degree of experience through their efforts in many different types of disputes.

The statistics listed below give you an insight into the functioning of the Board during the past two fiscal years. It may be noted that the total number of conciliation cases which came before the Board this past fiscal year is much less than in the previous year. Also, the number of strikes has been diminished. This is indicative of the generally good labor relations which obtain in the State of Massachusetts. More noteworthy, perhaps, in terms of the work of the Board, is the reduction in man-days lost during strikes for this year over that of last year. Sixty per cent less man-days were idled during strikes which came under the Board jurisdiction this year than last year. In part, this indicates that the Board is a helpful agent in quickly resolving differences.

Again we wish to invite the Massachusetts Federation of Labor and its affiliates to make full use of the facilities of this Board.

STATISTICS FOR
BOARD OF CONCILIATION AND ARBITRATION

	Fiscal 1951	Fiscal 1952(to June 10)
Type of Cases and Disposition:		
Contract Renegotiations:	176	138
With Strikes	70	39
Arbitration	5	3
First Contract:	47	33
With Strikes	15	8
Contract Clause Reopener:	9	15
With Strikes	4	2
Grievances:	130	91
With Strikes	22	19
Arbitration	28	20
Recognition:	14	10
With Strikes	12	5
TOTAL NUMBER OF CASES	431	368
TOTAL NUMBER OF STRIKES	123	73
Employees involved in conciliation	82,854	50,958
Companies involved in conciliation	1,009	614
Total number of man-days idle	652,103	277,832
Number of empl. involved in Strikes.....	45,975	16,068
NUMBER ARBITRATION CASES	248	218

DIVISION OF MINIMUM WAGE

During the period from July 1, 1951 to July 1, 1952, the Minimum Wage Commission reports that a total of \$47,553 was collected in retroactive wages for approximately 1,862 employees in Massachusetts. The Commission has also approved one of the highest minimums in its history. On August 22, 1951, the recommendations of the Food Processing Wage Board, which established a 75c minimum hourly rate for experienced employees, were approved and sent to Commissioner John J. DelMonte for his signature. The Commissioner made the order mandatory on October 20, 1951 thereby setting up a minimum higher than that established by the Massachusetts Legislature. Labor officials have commended the Commissioner for this action.

The Mercantile wage board raised the rates in this industry from \$22.50 to \$27.00 per week and lowered the number of hours necessary to become an experienced employee from 1040 to 780 hours. The Amusement and Recreation Occupations Order has been revised and the report is about to reach the desk of Commissioner DelMonte for his approval. Ushers and casual employees will then receive 62½c per hour which is an hourly increase of 7½c. Regular employees will be entitled to 70c an hour under the new terms of the report.

Within the next two weeks, a wage board will convene to consider the Building Service Occupations Order with a view to bringing the current rates in line with the prevailing cost of living.

COMMENT: As can be seen from the foregoing summary of the activities of the Department of Labor and Industries, this agency renders many valuable services to workers in the State. The multiple functions of the various divisions within the Department of Labor and Industries are practically unknown to the citizenry of the Commonwealth to say nothing of the membership of most unions.

Commissioner John J. DelMonte has effectively coordinated the various activities of his department, and is endeavoring to have the general public and the officers of unions become more familiar with them and avail themselves of the many beneficial services available. John's many friends in the Federation are happy to see the courageous and capable service that he is rendering them and the Commonwealth in this most important capacity. Your Secretary-Treasurer-Legislative Agent has found him most helpful in legislative and other matters during the past year.

Under the capable direction of Mrs. Catherine Foley, Assistant Commissioner, the Minimum Wage Division of the Department has, during the past year, realistically revised a number of obsolete minimum wage orders. It is hoped that the present session of the legislature will pass an effective minimum wage so that Wage Boards may function more effectively in protecting workers from substandard wages.

Ben Hull continues to render yeoman service to the labor movement in his capacity as Associate Commissioner. More and more unions are relying on the Board of Conciliation and Arbitration for a peaceful settlement of grievances and labor disputes.

Attention is called to the Report of the Division of Apprentice Training contained herein. Under the able direction of Hubert Connor, this division is doing an outstanding job in the proper training of apprentices. All unions, particularly the craft unions, should carefully note the regulations outlined above relative to the status of apprentices under Chapter 461, the so-called pre-determined wage law. Unions should fully understand the implications of this law as applied to apprentices and thereby avoid pitfalls for themselves and headaches for the department.

MASSACHUSETTS LABOR RELATIONS COMMISSION

Again a commentary is submitted relative to the activities of the Massachusetts Labor Relations Commission which administers Chapter 150A of the General Laws, generally and colloquially designated as the Baby Wagner Act.

In August of this year, 1952, the Commission will have completed fifteen years of its administrative stewardship. As has been stated before, in effect, the fundamental principles of the Labor Relations Law of this Commonwealth have become inextricably woven into the pattern that serves as the foundation for reciprocal dealings between labor and management.

In the last decade and a half the conduct of the Commission in administering the Labor Relations Law of the Commonwealth has been singularly free from animadversions which, of course, has been extremely gratifying to the employees of the Commission. Looking backward from a perspective of fifteen years it is obvious that the essential doctrines of this statute or Act have become so gradually recognized and accepted that it is no overstatement to declare that its elimination from the industrial and economic precincts of the Nation and State or its emasculation by law would, in this day and year, be unthinkable. In executing this desirable state of affairs, the Massachusetts Labor Relations Commission has in no meagre measure contributed.

It was said by someone when the Act was first adopted in 1937 that many people dwelt in darkness concerning the Act itself, its provisions, methods and accomplishments. It is a happy thought that that darkness has now become almost completely dissipated. Labor and management embark on its channels with complete and warranted confidence. The pattern of the activities of the Commission during the past year has not perceptibly changed.

As is generally known, we have exclusive jurisdiction over the processing of petitions for certification of bargaining agents of certain specified units of employees and, of course, also investigate and process charges filed by the union alleging unfair labor practices committed by employers. The Commission, at this time, assumes that everybody connected with the Labor movement is well acquainted with our functions and duties relative to these two categories in labor relations situations.

At this juncture, it would be beneficial to advise the members of the State Federation of Labor that, even though formal charges or petitions are not to be filed with the Commission, its offices are always open for advice and information concerning the inevitable problems that arise in the course of the relations between labor and management. The Commission and its staff are always ready to give guidance in these matters.

I believe, that the members of the State Federation of Labor will be glad to be informed that finally a bill which was twice introduced by our Federation designed to empower the Labor Relations Commission to designate "one man bargaining units" as appropriate was passed by the Legislature since our last convention. In order to refresh your recollection I am bringing to your attention that the Commission ruled in a case involving the engineer of a large laundry in the Central part of the State (Framingham Laundry Inc.) that said employee should be allowed the privileges and the right to bargain with his employer through a representative of his own choosing, a right which the Commission held quite some time ago was guaranteed by the provisions of Chapter 150A. In another matter involving a superintendent janitor the Commission held likewise.

The Commission felt that the legislature could not have intended to eliminate such employees, whose specified duties set them apart from other employees from the full benefit of the Labor Relations Law or from collective bargaining which is the principal means of carrying out the policies declared by the law. A Superior Court Justice, on appeal by the Commission, ruled against the Commission once and nothing daunted the Commission, feeling that it was only right and just to maintain its ruling, again appealed to Superior Court, and a second Superior Court Justice ruled against the Commission.

I think it is very important that the Federation know that, under the Law passed by the Legislature on August 9, 1951, a one man unit may now be designated as an appropriate unit. However, under this new Law the term "one man unit" means a single employee of an employer who employs more than one employee in the same occupation within the Commonwealth. Under the provisions of this Law said single employee in a one man unit has the right to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of his own choosing and to engage in concerted activities, for the purpose of collective bargaining or other mutual aid or protection.

In the opinion of the Commission there must be many cases where a union agent has, in the past, been prevented from filing a petition for certification for a single employee because of the prohibition of the Law previous to August, 1951. The Federation is of the opinion that this is a very important advance in the benefits to be derived from the system of collective bargaining.

I have in the past, more than once, called your attention to the fact that there has been an increasing tendency on the part of the National Labor Relations Board to cede jurisdiction in cases where some years ago the National Board took jurisdiction. The Board stated as recently as late in 1950, that "the Board has long been of the opinion that it would better effectuate the purposes of the Act, and promote the prompt handling of major cases, not to exercise its jurisdiction to the fullest extent possible under the authority granted it by Congress, but to limit that exercise to enterprises whose operations have, or at which labor disputes would have a pronounced impact upon the flow of interstate commerce. This policy should, in our opinion, be maintained."

A concrete exemplification of the trend of the National Labor Relations Board has been called to the attention of this Commission within the past few days relative to the Almeida Bus Lines case. This case involved a large number of employees of a bus line and the circumstances revolved around a ques-

tion of collective bargaining after an election conducted by the Massachusetts Labor Relations Commission, and also about a question of an unfair labor practice charge filed by the Union. These matters involved lengthy hearings before the Commission and before the Courts of this Commonwealth and it was always the opinion of this Commission that it should assert jurisdiction, which was done. While this matter was pending, the National Labor Relations Board issued a statement to the effect that it was going to assert jurisdiction over local transit lines such as Almeida operated. This statement was issued on October 6, 1950. While further unfair labor practices were pending before the Commission the Company raised the question of jurisdiction of the Commission and, as a result of the release of October 6, 1950, the Union filed charges at the Regional Offices of the National Labor Relations Board in Boston. The matter was then processed by the National Board and, on June 4, 1952, the National Board in Washington dismissed the Complaint involved and stated that it did not, of course, set any general precedent on the question of National Labor Relations Board jurisdiction but it seemed to the National Board that it was the equitable thing to do in view of the prior actions of the Massachusetts Labor Relations Commission in this particular case.

COMMENT: The State Labor Relation's Commission, during the past year, has more than proved its importance in the fine manner in which it has administered the so-called Baby Wagner Act. Under the stable and sensible chairmanship of Francis M. Curran, this agency has rendered distinct service to labor, as well as management, in the complicated field of industrial relations. The proposal of the so-called Baby Hoover Committee to abolish this agency, and coordinate its functions under the Department of Labor and Industries, is still pending before the Legislature. The Federation through its Legislative Agent hopes to have this unsound recommendation defeated. It would be tragic to labor, as well as management if the vital functions of this agency were changed. Any attempt to tamper with the administration of the State Labor Relation's Act would worsen, rather than improve, the cause of industrial peace.

INDUSTRIAL ACCIDENT BOARD

The work of the Industrial Accident Board in its administration of the Workmen's Compensation Law is steadily increasing. The members of the Federation have a direct interest in this work. For example, last year the number of injuries to employees reported by employers to the Industrial Accident Board totalled 279,548. The number of voluntary agreements in regard to compensation entered into between employees and insurance companies or self-insurers and including also employees injured in public service totalled 33,541, an increase of more than seventy-seven over the previous year. There were 5,889 requests for hearings, involving one or more issues for determination by single Members of the Board. There were approximately 1300 decisions by single Members of the Board from which there were claims for review in about 532 cases. There were 362 decisions by reviewing boards, this latter figure would indicate that some of the claims for review were disposed of by settlement.

There were 4,246 lump sum settlements made at lump sum conferences before Members of the Board which were disposed of by the full Board in the year 1951. Some of these lump sum settlements involved cases which began as hearings and later the parties agreed on a settlement figure.

Insurers, self-insurers, and public sub-divisions made application to the Board for discontinuance of employees' weekly payments. Before such applications could be acted upon by the Board or the single Member, there had to be either an impartial physician appointed to examine the employee or a conference with the employee regarding such application for discontinuance of compensation. The Board policy in all cases was to appoint impartial physicians. Of a total number of applications so received, definite action was taken on 819 cases.

One particularly vital change in the Workmen's Compensation Law is that made by Chapter 519 of the Acts of 1949 fully liberalizing the provision for payment of specific compensation, so-called, for loss of members or senses of the body and for disfigurements. The Board is as yet pioneering these provisions trying to chart a certain and sure course in handling these cases. On these provisions alone there were at least 232 requests for hearing in 1951 and this has jumped very markedly in 1952, there being 246 requests for hearing in the first five months of this year.

Of great significance is the amount of money expended in payments and medical benefits under the Workmen's Compensation Law. In 1950 there were total payments made of \$28,514,219.85. This figure was nearly seven million dollars more than the previous year. Almost every figure compared to figures of a previous year show the work of the Board is increasing.

LEGISLATION—In the year 1951 the following legislation beneficial to the injured workman was enacted and signed by Governor Dever:

Chapter 98, increasing the maximum payable in the case of certain dependents from \$4,000 to \$6,000.

Chapter 109 is an act to protect members of police forces who are assigned to work on traffic in connection with road construction. These police officers are in a position of danger and frequently sustain injuries from vehicles or other causes. Heretofore they have not been protected by the Workmen's Compensation Law, which in general specifically exempts members of police and fire forces from its provisions. This amendment will afford such protection for this particular class of policemen.

Chapter 135. This amendment stipulates that compensation may not be discontinued by the Industrial Accident Board on the application of an insurer or self-insurer unless there has been an actual conference with the employee held by a Member of the Industrial Accident Board and at which the injured person may be represented by counsel. Of course, it has always been the privilege of injured workmen to be represented by counsel but this bill makes mandatory that which previously had been optional and there must be a conference in every such case.

Chapter 662. This amendment provides for reimbursement of an injured workman, who after returning to work following an injury is required to go for further medical examination to an insurance company doctor or to an

impartial doctor and thus loses time and wages from work. This amendment provides that he shall be compensated for such time lost.

Chapter 689. This bill confers authority on the Industrial Accident Board to bring complaints against employers who fail to provide for payment of workmen's compensation to injured employees and their dependents by insuring them with an insurance company or becoming self-insurers. The Industrial Accident Board is constantly alert to discover those employers who, while being obligated to insure their employees, yet fail to do so.

Chapter 84 of 1952. This amendment makes provision for payment of specific compensation for a proportion of loss of use of a leg, foot, arm, or hand where heretofore the payment has only been for the whole member.

TO ALL DELEGATES:

So that you may better serve your membership, union officials should impress upon their members that every accident, no matter how trivial it may seem, should be immediately and fully reported to someone in authority at the plant; that on visiting the plant clinic, full details of the incident and all complaints should be clearly given to the attendant, nurse or doctor present.

When it appears that compensation will not be paid voluntarily by the insurer, the employee should be advised to file claims for compensation in duplicate and a request for hearing form with the Industrial Accident Board promptly, so that the matter may be heard by the Board and decision rendered as speedily as possible. Many times on contacting the insurer, the injured workman is informed that the insurer is investigating the matter and cannot state its attitude toward payment until such investigation is completed. It is to be expected that the insurer will investigate each claim before making payment or denying same. However, IT IS URGED that the injured employee be instructed not to delay the filing of his claim until the completion of said investigation; and that he be instructed that after a wait of not more than a week he file the necessary claims and request for hearing with the Industrial Accident Board. Too often needless delay on the part of the injured workman in bringing claim works unnecessary hardship upon him.

COMMENT: Thomas W. Bowe continues to render valuable service to the Federation and its affiliates as a member of the Industrial Accident Board. His helpful assistance and advice to injured workers and their representatives increases our admiration and affection for a former President of this Federation. His re-appointment by Governor Dever was well-merited and a reward for faithful service to the Commonwealth. The suggestions contained in the concluding paragraphs of the Report of the Industrial Accident Board should be carefully studied and complied with by the officers of local unions; if followed they can materially reduce the delay in an injured worker receiving his compensation.

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION 1951-1952

This is the third year the Massachusetts Commission Against Discrimination has been privileged to submit a brief report on its activities for your Officer's Report to the 66th Annual Convention of the Massachusetts Federation of Labor. The Commission is most appreciative of this opportunity to

reach your membership. We know that from the very beginning some six years ago you have been keenly interested in our work which you in large measure helped to bring into being.

In the report of two years ago we stressed especially the way in which the Commission operates. Mention was made in particular that when a case is brought to the Commission it is assigned to one Commissioner who becomes the Investigating Commissioner. He must in accordance with the way the law is phrased attempt to settle the case through "conference, conciliation and persuasion." If this procedure fails in that it is not acceptable to the Investigating Commissioner, the complainant and the respondent, the next step is a hearing held before the other Commissioners. In only one case has a hearing been necessary—a tremendous tribute it would seem to the way in which the law is drawn up and also to our educational program for which the law also provides. In fact the amount of voluntary compliance given by industry, labor unions and employment agencies has been most gratifying. It proves that legislation need not antagonize people.

In this first report of two years ago our educational work was also mentioned in some detail. In last year's report little mention was made of the age amendment, an amendment which the A. F. of L. originated. At that time it did not seem that we had had enough experience to warrant any significant comment.

The age amendment became effective on October 30, 1950 and was entitled "An Act relative to discrimination against employees and persons seeking employment between forty-five and sixty-five years of age." Much to our surprise very few complaints have come to us as a result of it. We feel that the most effective help we have been able to give has come about as the result of careful screening of newspaper advertisements and the consequent opening up of opportunities to older people which were denied them before the passing of the amendment. In April of 1950 on the classified advertising page of one of our largest Boston papers sixty-eight ads appeared either mentioning some definite age limitation such as "man wanted between 25 and 40"; requested that age be stated in replying to an ad, or it was indicated that only a "young" person was desired although no specific age limitation was made. In an issue of this same paper of April, 1952, four ads mentioning age were found. This very significant difference is we feel largely due to this amendment of 1950.

The cooperation of the newspapers has been very fine indeed. In January, 1951, we met with representatives of the large dailies and as a result of that meeting a notice was sent out to the membership of the Massachusetts Newspaper Information Service. In addition to that the papers themselves placed a notice of the amendment on the classified advertising page of the big dailies. We felt that surely such notices would be read by many older people who might be experiencing difficulty in getting work solely because of age. If that was the case, they did not come to us for as has been stated before, the number of cases reported to us has been very small.

In 119 instances it has been necessary to discuss in a full Commission meeting whether or not an exemption should be granted because a bona fide job qualification has been claimed by the advertiser. Exemptions have been granted when it is found that a long training program is involved. These ex-

emptions have been kept to a minimum and have been granted only after careful thought and inquiry.

In our whole period of operation the Commission has processed 1,049 cases and investigations. 824 were concerned with discrimination in employment; 57 with discrimination in places of public accommodation. About 179 of these complaints and investigations have been made in the past twelve months. The majority of them have been settled in favor of the complainant.

The Commission has been in correspondence with eighty-four housing authorities and has examined all the material used in their tenant selection. It has also met with the chairmen and members of the housing authorities in Boston, Cambridge, Springfield, Worcester, New Bedford and some of the other larger cities throughout the state. In every instance the Commission has received promises of cooperation. Boston is showing an integrated pattern in its new housing developments as are most of the other large cities.

Much of our success we feel is due to the fine cooperation of our own Councils which help in our educational program. They are five in number, our State Advisory Council and regional Councils in Springfield, Boston, Worcester and New Bedford. We have also had the cooperation of many other public and private groups. All of these efforts together have greatly helped the success of this type of social legislation.

COMMENT: Under the able direction of Chairman Mildred H. Mahoney and her associate, Judge A. K. Cohen and Elwood S. McKinney, the Massachusetts Commission Against Discrimination continues to firmly and fairly administer the Fair Employment Practice Act. Surprising to note in the above report that relatively few complaints have been filed in connection with the "age amendment" sponsored by the Federation and enacted by the 1950 legislature. No doubt, the manpower shortage resulting from the war effort of the past two years is largely responsible for the few cases that have arisen to date. An attempt is being made to emasculate this age amendment in a bill still pending before the legislature. Senate Bill No. 200, if passed, would permit companies to force workers to retire before the age of 65 in accordance with pension or retirement plans. This heartless bill should be defeated if the prohibition against discrimination in retention in employment is to mean anything.

REPORT OF THE COMMITTEE ON WORKMEN'S COMPENSATION

Members: JOSEPH A. SULLIVAN, *Chairman*, LOUIS BLENDER, PATRICK DESMOND, JOHN DONOVAN, WILLIAM BROOKS, CHARLES KELLEY, ~~THOMAS RUSH~~

An organizational meeting of the Committee on Workmen's Compensation was held November 28th, 1951, at which time Joseph A. Sullivan was elected as Chairman for the coming year. The principal business before the meeting consisted of a discussion of legislation dealing with Workmen's Compensation that the State Federation would file with the 1952 Legislature.

We were very fortunate in having Peter A. Reilly of the Carpenters District Council present at the meeting, to discuss a problem in connection

Thomas Rush

Peter Reilly

with the Workmen's Compensation Act that he felt should be corrected. Mr. Reilly outlined the practice of some employers who refused to re-employ their former workers who were injured on the job. Your Committee felt that this heartless discrimination against an injured worker should be corrected by legislation requiring the same employer to rehire an injured worker after he had recovered from his accident. Legislative Agent Kelley was requested to draft a bill covering this situation and it became Senate Bill No. 201.

Another measure that the Committee, after thorough discussion decided to introduce, was a bill (subsequently House No. 1271), which provided that workers should be compensated for loss of time while attending clinics or receiving medical treatment in connection with an industrial accident. A bill similar to one introduced in 1951 incorporating the principle of "escalator" increases in workmen's compensation settlements to offset increases in living costs was discussed. Many claims settled when the maximum benefit rate was \$20 or \$25 per week have been rendered obsolete by the drastic increases in the cost of living over the past few years. The Committee further decided that the Federation should introduce a bill increasing the weekly benefits to $\frac{2}{3}$ of a worker's previous wages thereby eliminating the present \$30 weekly maximum. This change was felt necessary since it is unrealistic to pay only \$30 weekly to an injured worker who previously made \$100 or more per week.

On the matter of the state fund for workmen's compensation, Legislative Agent Kelley outlined all aspects of this fundamental legislative objective of the Federation. The Committee felt that the fight should be renewed to have workmen's compensation run by the state for the benefit of injured workers rather than, as it presently is, for the profit of insurance companies. The fact that in 1952, Massachusetts employers will pay to insurance companies a total of \$54,000,000 for workmen's compensation insurance premiums and that less than half of this amount will ever be paid in benefits to injured workers, greatly influenced the committee's decision to re-introduce the state fund bill. House Bill No. 754.

The committee members tried to attend as many of the hearings on workmen's bills as possible. The mad rush with which the legislature started off these hearings left every one breathless and bewildered. It was a revelation to many of us to see the power and influence of the insurance companies at work at the State House. They, aided and abetted by their servants within the legislature, effectively stymied the passage of most measures aimed at improving the Workmen's Compensation Law. Your committee notes with regret that some of the Federation's measures have been referred to Recess Commissions for further study; a convenient device that all too often has been employed by the present legislature.

Your committee wishes to commend Secretary-Treasurer-Legislative Agent Kelley, Samuel Horovitz, advisor to the Federation on workmen's compensation matters, Commissioner Thomas E. Bowe of the Industrial Accident Board and the others who untiringly helped in connection with the work and legislation of the Committee on Workmen's Compensation.

COMMITTEE ON EDUCATION

Henry J. Brides, Chairman

Kenneth J. Kelley, Secretary

Thomas P. Ahearn	Daniel J. McCarthy	Philip Coyle
Lulu Anderson	Neil MacKenzie	Vincent Di Nunno
John A. Callahan	Joseph D. McLaughlin	Samuel Donnelly
Joseph L. Carbone	James B. McNamara	Philip Kramer
James J. Dunne	Reginald McNamara	James P. Meehan
Joseph F. Grace	Oscar R. Pratt	J. Arthur Moriarty
Benjamin G. Hull	Joseph A. Sullivan	Nicholas P. Morrissey
S. P. Jason	Richard Buck	Joseph O'Brien
Luke Kramer	Mary C. Cadigan	James E. Walsh
	John Carroll	

Report of Director Francis E. Lavigne

The groundwork and plans of the Committee on Education of the Massachusetts Federation of Labor are gradually but firmly taking root. When I was appointed Director I submitted to the Committee members a "course for the future", and since that time have had the full and spontaneous support for the educational program then set into motion.

After three years of concentrated effort, your Committee on Education is beginning to see results. I think the simplest manner for those who have worked so closely with the program to see the strides made, and at the same time, reveal to others who have not been so close to the picture, is to set forth in chronological procedure the various interlocking steps which merge into the over-all educational program being conducted by the Massachusetts Federation of Labor, and designed ultimately to strengthen the labor movement through an educational program for the workers of our State.

From the outset the Committee on Education felt that a program in the school system of the Commonwealth was essential. Through our competitive examination, rated by labor educators as the best in the nation, we are building, on a voluntary basis, a program of education for the future workers of Massachusetts. The best evidence of its popular appeal to students, teachers and educators is found in its wide-spread growth. In 1950 student participation numbered 338; 598 competed in 1951, and in its third year we are happy to report that 922 students participated in the 1952 Scholarship Award Program of your State Federation. Schools represented increased from 52 in 1950 to 136 in 1952.

We have learned that textbooks for teaching labor history and labor law in the school system are too voluminous considering the time allotted in the study course in Problems of Democracy, United States History and Current Events. To overcome this obstacle, the Student Packet, devised in 1952, has met with approval in educational circles. Over 1,300 Student Packets were made available to Seniors participating in the 1952 Scholarship program. These kits contain pamphlets dealing with labor history, social legislation and labor law.

Scholarship Awards

This year, in addition to the two \$500 awards offered by the Massachusetts Federation of Labor, there was included Central Labor Union awards, based on participation in the Federation's program. The Gloucester Central Labor Union for the second year awarded a \$250 Scholarship to the Student from the Gloucester area who rated highest in the MFL contest.

During the year your Director through regional conferences throughout the state encouraged Central Labor Union participation in the Scholarship Program of the State AFL body, stressing the importance of this public relations program on the Central Labor Union level. These efforts were rewarded, and this year three additional Central Labor Unions offered Scholarships.

The Northampton Central Labor Union offered two \$100 Scholarships, the Worcester Central Labor Union and the Cambridge Central Labor Union each offered \$100 Scholarships, with eligibility determined by participation in the State Federation's Scholarship program.

The Committee on Education urges other Central Labor Unions and Local Unions to study the advisability of similar projects in their respective areas.

This year the State Federation's \$500 awards will go to Miss Grace E. Davidson, a senior at Lynn English High School, and William D. King, a senior at Northampton High School. Honorable mention was also given to 15 additional students for excellency in competition and presentation.

The Committee on Education wishes to openly acknowledge its gratitude to all those who participated in bringing the 1952 Scholarship Award Program to a successful conclusion, with particular appreciation for Francis Parkman, Executive Secretary of the National Council of Independent Schools, Rev. Thomas E. Shortell, S.J., Professor of Ethics and Labor Relations at Boston College, J. Arthur Moriarty, Secretary-Treasurer, Boston Typographical Union No. 13, and Thomas C. Heffernan, representing Dennis C. Haley, Superintendent of the Boston Public Schools, who served as Judges, and selected the 1952 Scholarship winners.

Through the efforts of your Director, and the co-operation of Northeastern University, your Committee on Education was able to successfully establish a labor speaking program in the High Schools in Greater Boston. We feel that this is the opening wedge on the part of educators to give students who will enter the ranks of labor an opportunity to hear labor's viewpoint.

Your Director was given an opportunity to explain the basic principles of organized labor to these future workers through this speaking program conducted in the following list of schools. In some instances he was invited to return for a second visit in accordance with the express desire of school personnel.

Braintree High School
Weymouth High School
Hingham High School
Lynn Classical High School
Newburyport High School
Haverhill Trade School
Brookline High School
Saugus High School
Melrose High School
Medford High School

Chelsea High School
Randolph High School
Stoughton High School
North Easton High School
Wayland High School
Weston High School
Dedham High School
Wakefield High School
Stoneham High School
Reading High School

Newton High School
Swampscott High School
Lynn English High School
Natick High School
Needham High School
Waltham High School
Malden High School

Revere High School
Everett High School
Mansfield High School
Salem High School
Winchester High School
Concord High School
Lexington High School

In addition to this, a speaking program on organized labor is a year-round function of the Committee on Education, and includes appearances before college groups, civic and fraternal organizations, educational groups and local unions.

Labor Institute

This year the Committee on Education conducted its 11th Annual Labor Institute at Lowell Textile Institute. Attendance approximated 300 Trade Unionists from various parts of the State. These AFL members had an opportunity to hear detailed discussions, pro and con, on the vital issues that affect the future security of the workers of the State, with leading national, state and labor leaders comprising the Panels. Also featured in the annual program was audience participation, another excellent medium of training welcomed by union members.

Through the action of the Committee on Education Student Packets, similar to those used in connection with our Scholarship Award Program, were distributed to union members attending the Institute in order to give them an opportunity during leisure time to delve into the background of the American Federation of Labor.

An innovation that attracted much favorable comment was the sound movie taken of the Institute. This idea was conceived as another form of labor public relations, and will serve to acquaint various groups outside of organized labor with this phase of the Federation's educational activities. Films with sound will be available on the various panel discussions for local unions showing at a later date.

Federation's Monthly Newspaper

The REPORTER, the "voice of the Massachusetts Federation of Labor", is published monthly and sent by subscription all over the State. However, there are many local unions that do not subscribe to the REPORTER. We urge AFL members affiliated with the Federation to support their own labor press, by subscribing to the REPORTER.

You will notice from this summary of the educational activities under the guidance of your Committee on Education that the program reaches the future worker and the rank and file membership of local unions, while at the same time indoctrinating those outside organized labor with the true functions of labor organizations.

Fellowships

With an eye to the future, your Committee has been charged with the responsibility of awarding the Robert J. Watt Fellowship annually to the member of a local union who shows a successful record of accomplishment in behalf of the labor movement. Again this year, by action of your Committee on Education, we shall award a second Fellowship, known as the Massachusetts Federation of Labor Memorial Fellowship, in memory of those AFL leaders who have

contributed so much to the success of the Massachusetts Federation of Labor. Both awards will be announced and presented at the Convention in August of 1952.

The Advisory Board of 1952 judging the contestants includes Theodore Kyrios, President of the Massachusetts State Branch of the American Federation of Teachers, Professor James Healy, Harvard Trade Union Program, M. Norcross Stratton, Director of Vocational Schools, representing Commissioner John J. Desmond of the Department of Education of the Commonwealth of Massachusetts, Kenneth J. Kelley, Secretary-Treasurer of the Massachusetts Federation of Labor and Francis E. Lavigne, Director of the Committee on Education.

Political Education

Fully aware that the social and economic life of the workers depends on the "swing of the political pendulum", your Committee on Education is concentrating on a record registration of voters in the Commonwealth of Massachusetts. Lessons of the past have taught us that when our people are properly registered "they will vote", and when they are acquainted with the issues affecting their livelihood and their future, "they will vote right".

Registration of Voters

Continuing our drive to register every member of the American Federation of Labor we urge every local union to set up in a card filing system, maintained for their own use, the name and address, telephone number, ward and precinct number, indicating that they are a registered voter at their legal residence on January 1st, 1952. This we must do to keep our own house in order, before we can appeal to the general public to register to vote.

We have conducted for the past two months a two-cent post-card project to obtain sufficient post-cards to notify the quarter of a million new voters and persons who have changed their place of residence in the past two years in order to produce record registration for the general election of 1952.

Every local union has been asked to contribute post-cards to carry on this work. No contribution was too small or too large to be accepted.

Voting Records of Candidates

Voting records of all candidates, both for national and state office, have been prepared for the scrutiny of delegates to this convention. In the course of the campaign they will be made available to the voters.

Endorsements

I call to the attention of Delegates the amendment to the Constitution adopted in 1951, Section 6, Article 3: "No motion to endorse any candidate for political office, nor any political party or organization shall be entertained until such motion shall have been referred to the Committee on Political Education."

Funds

The membership of every local union must assume its responsibility for the support of Labor's League for Political Education on the national level by the voluntary contribution of \$1. The Executive Officers of every local union should accept the responsibility to see to it that LLPE's fund raising program is properly presented to their local union membership. From time to time we

have published in the REPORTER a list of the contributions made by the memberships of local unions within the state and we have a long way to go to reach the quarter of a million mark of which we so proudly boast. There is still time!

Your Massachusetts LLPE has as a ground-work for political education the funds made available from the conduct of the annual Samuel Gompers Dinner.

While the funds are not wholly adequate, they will, however, permit us to carry on a campaign in particular areas where your Committee is interested in promoting political action.

In political education your Committee has a lot of work ahead of it. To satisfactorily accomplish its goals we need the co-operation of every AFL member in the State. I urge you to bear in mind the basic political philosophy of the American Federation of Labor, "Reward your Friends—Defeat your Enemies."

Conclusion

In closing your Director points out that he has attended the quarterly conference of the Workers' Education Bureau at Washington, D. C., and has participated in many civic functions and undertakings deemed essential in promoting the over-all program of Workers' Education.

I wish to thank all the members of the Committee who have worked with me and have given unstintingly of their time and effort in carrying out the work assigned to us, and extend my appreciation to President Henry J. Brides, Secretary-Treasurer Kenneth J. Kelley for the assistance that has been rendered to me in the execution of my duties.

My thanks go also to Mrs. Yvonne Ryan, Mrs. Fran Balough, Mrs. Catherine Hennessy and Miss Jean Ryan for their many courtesies, as well as other works performed on behalf of the Committee on Education.

Respectfully submitted,

FRANCIS E. LAVIGNE, Director
Committee on Education

Charles Blough

the one in Belmont

REPORT OF THE COMMITTEE ON HOUSING

Members: JOHN CARROLL, *Chairman*, OSCAR PRATT, JOSEPH BONFIGLIO, FRANK C. BURKE, JAMES R. J. McDONALD, ~~THOMAS RYAN~~, THOMAS RYAN

In accordance with its policy of sponsoring and supporting social legislation, the Massachusetts Federation of Labor has continued to work closely with the National Housing Conference in its efforts not only to obtain additional authorizations for public housing but to protect existing legislation as well. Our members are no doubt aware of the fact, that a very powerful real estate lobby is wielding tremendous influence on local and federal levels of government, in a fight against public housing in every city and state in the Union and spending fabulous sums of money for lobbying, particularly in the Congress of the United States and to some extent in the State of Massachusetts; in fact a petition was filed in this session of the Massachusetts Legislature, to make it compulsory to hold a referenda in every city and town before a housing project could be built in such city or town. The Massachusetts Federation of Labor must get much credit for the defeat of that proposed legislation.

Even though we were able to successfully defend the progress we have made in housing to date, other cities and states in the nation are feeling the affect of the real estate opposition by having the same kind of legislation adopted in their respective cities. This same real estate committee was recently successful in influencing the Congress of the United States in reducing the amount of units requested by the President of the United States, namely, 75,000 units for this year to 5,000 units, but due to the efforts of labor and the housing groups coordinated by the National Housing Conference, the Senate restored the number of housing units to 45,000 this year. The final fight in this must still be won in the House, however, and we are bending our efforts in behalf of the workers of Massachusetts in that direction.

In 1949, the American Federation of Labor supported housing legislation which was enacted as the Housing Act of 1949. In addition to providing housing for the low-income families of the nation, it was the intent of Title I of the 1949 Housing Act to equip the cities and towns of America with a means for attacking slum and blighted areas and to reclaim these areas to a good and useful purpose. The language of the Act makes it expressly clear that the clearance undertaking shall at all times be a local problem, planned and administered on a purely local level.

With the passing of time, since the adoption of the Act, experience has been gained that points to an inherent weakness which was not foreseen by the Congress. Simply it is this. The Act specifically states that all families within an area to be cleared must be rehoused or relocated in decent and adequate housing. This is understandable and is intelligent legislation in that it aims to protect the standards of human dignity. Many of the families to be rehoused or relocated are within the income limits prescribed by P.H.A. and can be accommodated in subsidized public housing, but there are others whose income is above the P.H.A. requirements and are therefore not eligible for occupancy in Federally aided low-income housing. These people may well be termed "wealthy slum dwellers" and constitute the inherent weakness which was not recognized by Congress in the passage of this Act.

Unless an intelligent means can be devised to relocate or rehouse people within this group, the intended benefits of the Act to foster Urban Redevelopment will be lost to the cities and towns of Massachusetts.

Your Housing Committee felt obligated to make a further contribution to the housing program in our State by suggesting a solution to this problem.

It was suggested to the Executive Council of the Federation that a petition be presented to the General Court asking the Commonwealth to give its credit to the public agencies such as housing authorities in the various cities to build permanent, temporary relocation housing to take care of the slum dweller who had too much income to be housed in public housing projects and that no subsidy should be given by the Commonwealth for such a housing project and the so-called wealthy slum dweller would only be privileged to live in such permanent temporary housing for a period of 18 months—which we felt was ample time for those people to find private decent housing in accordance with their means.

It also served the purpose of depriving the high income slum dweller of a defense, when confronted with eviction proceedings, that he was unable to find adequate housing.

We originally petitioned for the State to give their credit for an enterprise of this kind in the amount of \$50,000,000. During the process of hearings on the merits of this petition, we were privileged to enjoy the support of real estate interest for legislation of this kind. However, the amount of authorization was reduced from \$50,000,000 to \$25,000,000 and in this amount legislation was finally adopted.

It might be well to note here that housing and slum clearance interest throughout the nation has looked upon the Massachusetts proposal as being the most advanced thought yet put forward in the attack upon the slums of their cities. It has received national editorial comment and the executives of many of our States have sought information from the officials of our legislature as to the scope of this legislation.

Your committee feels rather proud of the contribution they have made with respect to this matter. Your committee has been active with respect to other phases of the housing problem. We have appeared before committees hearing the merits of proposed legislation to provide housing for the aged couples which the Federation has been steadfast in demanding heretofore, and we also supported an extension of Chapter 200 of the General Laws providing additional housing for veterans, all of which met with the approval of the General Court.

REPORT OF COMMITTEE ON SOCIAL SECURITY OF THE MASSACHUSETTS FEDERATION OF LABOR

Members: JOHN O'NEIL, *Chairman*, MAE BURNS, CHARLES COSTELLO, THOMAS CARROLL, HARRY HOGAN, DANIEL MCCARTHY, FRANKLIN MURPHY, ALLEN P. WELLS. *Henry Campbell*

A meeting of the Committee on Social Security was held on November 30, 1951, at the offices of the Massachusetts Federation of Labor at 11 Beacon Street, Boston, Massachusetts. Kenneth J. Kelley, Secretary-Treasurer-Legislative Agent presided.

John J. O'Neil was elected Chairman and Mae Burns was elected Secretary. The results of the meeting were recommendations for the following bills:

1. Repealing the individual reserve account provision of the new law.
2. Repealing the individual base and benefit year provisions of the new law.
3. Extending duration of benefits from 23 to 30 weeks.
4. Increasing weekly benefits under Employment Security Law from \$25 to \$30 per week.
5. Increasing to 6, 7 and 8% the amount that must be in the fund reserve before resumption of merit rating.
6. In favor of House Bill No. 921—Benefits for innocent victims of Labor disputes.
7. In favor of House Bill No. 1761—Relative to unemployment compensation for certain classes of workers who are required to work on Sunday.
8. In favor of Senate Bill No. 203. The petition of the Massachusetts Federation of Labor—an act providing for the establishment and administration of sickness compensation—State Fund for Sickness Compensation.

There were several other bills in regard to the Employment Security before the committee and a discussion about these bills was heard by the committee. Secretary-Treasurer-Legislative Agent Kenneth J. Kelley, who was present at this meeting, was very helpful in explaining these changes. The committee promised to be at the State House when these bills come before the Committee on Labor and Industries, to go on record in favor or in opposition to these Social Security Bills.

On Thursday, January 31, 1952, the Committee on Labor and Industries held a meeting in the Gardner Auditorium at the State House on Senate Bill No. 203 and the Committee on Social Security for the Massachusetts Federation of Labor went on record in favor of this Bill.

On Tuesday, February 5, 1952, members of the Committee on Social Security of the Massachusetts Federation of Labor, attended a hearing at the State House in Room 207, by the Committee on Labor and Industries and went on record for House Bill No. 654—increasing the duration of unemployment compensation from 23 to 30 weeks. They also went on record for several other bills which came before the Labor and Industries hearing in regard to unemployment compensation bills.

On Thursday, February 7, 1952, the Committee on Labor and Industries conducted a hearing, at the State House, in charge was Senate Chairman Christopher H. Phillips and House Chairman, Joseph T. Conley in regard to House Bills Nos. 926 and 927—amending the financing provisions of the Unemployment Compensation Fund in order that it will be sufficient to withstand future periods of mass unemployment. I wish to state that these two bills were presented by Representative Joseph T. Conley—petition of the Massachusetts Federation of Labor. Mr. Kenneth J. Kelley, Secretary-Treasurer-Legislative Agent spoke for this bill as did members of the Massachusetts Federation of Labor's Committee on Social Security.

On Tuesday, February 12, 1952, the Committee on Labor and Industries had hearings on eight unemployment compensation bills. Kenneth J. Kelley, Legislative Agent went on record for several of these bills and opposed others.

House Bill No. 921, relative to clarifying payment of unemployment compensation when employees are on strike, was heard by the Committee on Labor and Industries. Members of the Committee on Social Security of Massachusetts Federation of Labor were recorded in favor of this bill.

Thursday, February 14, 1952—The Committee on Labor and Industries held a hearing on House Bill No. 660—State Federation Bill permitting employees of hospitals, educational and other so-called non-profit institutions to organize. This bill would amend the State Labor Relations Act so that the benefits of unionization and certification would be extended to workers in hospitals, schools, social agencies and other non-profit institutions. The Massachusetts Federation of Labor Committee on Social Security went on record in favor of this Bill. There were several spokesmen opposed to this bill. They included a member of the clergy who represented a college in the Western part of Massachusetts, a man representing a Cambridge College and representatives from many large Boston Hospitals.

House Bill No. 2211—Increasing weekly benefits under Employment Security Law from \$25.00 per week to \$30.00 per week, was heard before the House Ways and Means Committee, Tuesday, April 3 in Room 245, at the State House, Boston. Some of the members of the House Ways and Means Com-

mittee were contacted by the Massachusetts Federation of Labor Committee on Social Security and urged them to go on record in favor of this Bill.

On Monday, May 12, 1952 at the State House, the House of Representatives, by a vote of 123 to 99 rejected a compromise competitive state fund for sickness compensation. Recognizing the political and economic realities that existed, the Federation decided to support the competitive fund idea for sickness compensation insurance. The proposed bill was patterned after the law that has been in effect in California since 1946, whereby both the state and insurance companies could compete with each other for this form of insurance, with the workers having the right to say whether they wanted to be covered by the state plan or by private insurance company plans. The fact that the competitive fund was defeated by almost the same margin that the exclusive state fund had been rejected in previous years, proves the power and influence the insurance lobby has that operates at the State House, and union workers should note the Representatives who voted against this bill and remove them from office on election day when they seek to be reelected to the House of Representatives.

The Committee on Social Security of the Massachusetts Federation of Labor has asked Kenneth J. Kelley to contact Senators in Washington, also Congressmen from Massachusetts in regard to a Bill that would help the many unemployed workers in this State who have no more unemployment checks to draw this year. There are thousands of unemployed workers in the textile industry who have been out of work so long that they have no wages earned in 1951 or 1952 and will not be entitled to any unemployment compensation unless they are recalled to work. These chances, for the most part, are remote due to the fact that some of the mills are closed down in the textile cities and will not reopen.

At the time of writing this report the hearings on Labor Bills are practically concluded, so therefore, I wish to thank Mr. Kenneth J. Kelley, Secretary-Treasurer-Legislative Agent of the Massachusetts Federation of Labor for his able and willing assistance given the Committee on Social Security of the Massachusetts Federation of Labor at his office and also at the State House, when these bills on Labor were heard before the Committee on Labor and Industries. I also wish to thank the members of the Committee for their cooperation, especially those who attended the meetings held at the State House.

James Boyet

8 ✓ **REPORT OF THE COMMITTEE ON TAXATION**

John H. Muldoon *Boyet*

Members: HELEN KIRBY, *Chairman*, ARMANDO ALBERGHINI, JOHN BURELL, ~~BERNARD DEE~~, CHARLES GRAVEL, JOHN GREELEY, FRANCIS MORSE, FRANCIS J. MURPHY.

In November at its first meeting the Committee on Taxation decided to concentrate its efforts at the state level on two major items: first, to get through the 1952 session of the General Court the bill favoring the establishment of the Graduated Income Tax in Massachusetts, and second, to get the 1952 session to repeal a resolution passed in 1941 relative to Federal Income Tax.

For about three years a recess commission has been studying tax problems in Massachusetts with the purpose of preparing a comprehensive report which can be used as a basis for legislation designed to improve the present

tax structure of the state. It is imperative that more adequate means be found for financing state government. Because the nature of the tax program is of special concern to those whose taxes are paid entirely from earned weekly or monthly wages rather than from income derived from dividends and capital gains, organized labor has a big stake in tax policy. It would be laboring the point to do more than mention the futility of bargaining for wage increases only to have them taxed out of existence. Furthermore, organized labor believes that increased production and prosperity in our state should be reflected in a high standard of living for all of us, and that publicly supported programs should be more generously financed in times of prosperity so that the people of the state will have some permanent benefits in the form of better highways, hospitals, educational opportunities, and recreational facilities.

Most tax studies are a maze of exhibits and verbiage calculated to discourage the average taxpayer from presuming to any discussion of the subject. However, free people, who wish to remain free, must make every effort to understand the system of taxation by which they finance their governmental expenditures. Likewise, representative assemblies, enacting legislation for a free people, must strive to conform to some elementary principles of taxation which the average person can understand and accept. For example, a tax program must be based on the ability to pay; obviously, the base must be derived after necessary exemptions and deductions are made, having in mind the wage earner's right to income sufficient to keep his family in reasonable comfort.

The graduated tax on personal and corporate income is an expression of this first principle, the ability to pay, and, in addition has certain other features requisite to sound tax legislation;—it would yield a stable and adequate revenue, it would have wide popular acceptance because of its equity, and it would be reasonably easy to collect.

The establishment of the graduated tax on income requires an amendment to the Constitution of Massachusetts, the procedure for which is approval of the idea by two successive sessions of the General Court and then acceptance by the electorate on a referendum vote. The bill to amend the constitution had been passed by the 1951 session and was offered in 1952 in the hope that the General Court would again give it approval and thereby allow the matter to come before the voters in November 1952. The bill filed by the Massachusetts Federation of Labor, House Bill 405, was heard before the Committee on Constitutional Law at an all day hearing. Secretary Kelley led the proponents of the bill in a fine presentation of the case for the graduated tax, followed by speakers from many A.F.L. unions. Mr. John Saltonstall gave the views of Americans for Democratic Action favoring the bill. Dean Irwin Griswold of the Harvard Law School, in a masterly analysis of the subject, left no doubt in anyone's mind as to the wisdom and justice of the proposed amendment. Perhaps the importance of this legislation to organized labor is best evidenced by the line-up of opponents. The Associated Industries, the Chambers of Commerce, the "Committee on Constitutional Government," second largest registered lobby in Washington, noted for its laissez-faire, all these protested long and vigorously as opponents of the Graduated Income Tax, but offered not a single argument having the remotest appeal to reason or justice. Yet the Committee on Constitutional Law of the General Court reported unfavorably. Secretary Kelley worked for recommitment and a favorable report; Governor Dever called a joint session and forced action before the deadline, but despite

heroic efforts the bill was defeated due to the defection of many legislators who surely owed something more than a "nay" vote to their constituents.

The second objective of the Committee on Taxation, repeal of a resolution passed in 1941 by the General Court, was realized as the result of a very carefully planned campaign. In 1941 the General Court of Massachusetts passed a resolution memorializing the Congress of the United States to call a Constitutional Convention for the purpose of amending the Constitution of the United States by setting a 25% limitation on the federal income tax. Only in time of war could the federal tax rate exceed 25%. Such a resolution passed by 36 states would make it mandatory for Congress to call the Convention. Twenty-six states had so done. The enacting of this legislation would mean that at the present time, for example, since we are not by declaration of Congress at war in Korea, that there could be no tax in excess of 25% on any corporate or personal income. The whole burden of financing our present defense expenditures would bear on the low income groups who would of necessity be deprived of all exemptions and deductions and be forced to pay a 25% tax on all their earnings. Furthermore, there is no provision for delimiting the tax rate in emergencies other than declared war, and those who lived during the thirties certainly realize that federal money must be available in a depression fully as well as in a war. House Bill 1197, introduced by the Massachusetts Federation of Labor, to provide for the repeal of the resolution of 1941, was opposed by every reactionary element in the state, but the unremitting efforts of Secretary Kelley finally brought H 1197 to victory. So important to national tax policy was this piece of legislation that President William Green wrote a commendation to Secretary Kelley congratulating him on the success of the repeal.

REPORT OF COMMITTEE ON UNION LABEL

Members: MARTIN CASEY, *Chairman*, WALTER AITCHISON, LOUIS GOVONI, JOHN DONEGAN, JOSEPH L. MCCARTHY, EDWARD SULLIVAN, WILLIAM KELLEY, ~~WALTER LOCKKHART~~, CHESTER TWISS and HOWARD LITCHFIELD.

Martin Casey
It is pleasing to note the ever increasing demand for AFL "UNION LABEL" on all articles, Union Shops, Services and Buttons. With so many Union Made articles today, there is ample variety to suit the tastes of all.

Central Labor Unions are increasing or reactivating Union Label Committees, also Ladies' Union Label Auxiliaries are being formed throughout the Commonwealth, these of course augment the great work being carried on all through the years by various Union Label Groups.

"Union Made" articles and services plus benefits of Labor-Management cooperation were on display at "Union Industries Show" of the Union Label Trades Dept., American Federation of Labor, held at Boston, in Mechanics Building, May 17 to 24, 1952, inclusive. Here all records for attendance and best show were established. The main floor, basement and second floor were packed with demonstrations or displays showing Union Industries at work. This work is being carried on at all times by various International, State and Local Unions, and Management realizes the value of cooperation, space and

justice to all prohibits attempts to name the activities that were on display from 12 till 11:00 P.M. for 8 days.

Show was opened 12 Noon, May 17th by AFL President William Green accompanied by many AFL dignitaries. It is to be regretted that thousands were turned away. These Union Industries Shows are a revelation not only to management and the public but also to too many Union members who fail to realize the work that is constantly carried on in their behalf. Pictures were taken of the various Exhibits to be brought back to European countries to show what organized Labor accomplishes and the value of FREE enterprise as compared with totalitarian governments.

Many Local Unions have appointed Union Label Committees whose duty it is to make reports at every meeting. Every Local should have an active Union Label Committee. Some Local Unions require applicants for membership to have at least five Union Labels, this brings home to all the value of work done by AFL Unions throughout the years. We recommend that all Local Unions appoint and keep active a Union Label Committee.

While most of your Committee on Union Labels, Shop Cards and Buttons, work is confined to annual convention where Union Made goods are displayed and Union literature distributed, your committee is only too willing to cooperate with Local Union Label Committees or members in securing Union Label articles. We appreciate cooperation of all donors to Union Label Exhibit.

The power of the UNION LABEL is tremendous; it signifies Union wages, hours and working conditions; it insures against strikes and lock-outs (with resulting loss of wages and sacrifices); it protects FAIR employers from those who would destroy standards that it took years of sacrifice to attain; it is a guarantee of cooperation between Labor and Management. The UNION LABEL is the only guarantee that articles are made under Union Conditions, Union Shop Card that services are rendered by AFL members. The UNION LABEL is your bread and butter, see that you get the UNION LABEL (AFL) on all articles you buy or services you patronize.

The laws of the Massachusetts Federation call for every delegate having at least five UNION LABELS an apparel, we are obligated to spend UNION EARNED money to buy only UNION LABEL articles and to patronize Union Shops and Services.

UNION LABEL

The way of knowing that merchandise or services are made or performed by members of the American Federation of Labor is to see or demand the union label, shop card, or button.

It is emphasized that the certain and only way of knowing that merchandise is manufactured under conditions satisfactory to employees is to see the union label—the guarantee that men and women are working under an agreement which provides reasonable wages, hours, and conditions of employment.

It is planned to have a union label exhibit at the convention again this year, to be followed later in the week by a raffle of the merchandise on display. Chairman Martin Casey will be in charge and will handle the display and raffle as he has for so many conventions in the past.

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REPORT OF COMMITTEE ON ORGANIZATION

Members: HARRY GRAGES, *Chairman*, ALBERT FRAIOLI, JOHN J. MULLEN, ROSE NORWOOD, DOROTHY B. STAHRE, MICHAEL J. WALSH, *Bernard Lee*. As Chairman of the Committee on Organization of the Massachusetts Federation of Labor, I make this report. No meeting were held this year of this committee. I feel that this is a function of the Regional Office of the American Federation of Labor.

One reason no meetings were held was because members of the committee are separated all over the state and it is impossibl to hold any meetings and have enough people present to make a meeting worthwhile. The local unions have been requested to form committees of their own which should eliminate the work of this committee.

One suggestion that I would like to suggest to the officers and members of organized labor is that a Committee be formed to be known as a Strike Advisory Committee. The purpose of this committee would be to sit down with local unions that are having trouble or expecting trouble with their employers and advise them regarding the situation to expect if they do strike. They should be told what to expect and what to expect from other unions in the form of cooperation. This would tend to help unions settle their grievances with employers more expeditiously. This does not refer to any local that has had trouble in the past and does not refer to any specific union.

Helen O'Donnell

REPORT OF THE COMMITTEE ON LEGISLATION

Members: GEORGE LEWIS, *Chairman*, ~~HELEN O'DONNELL~~, *Secretary*, EDWARD HINES, ~~JAMES ENGLISH~~, ~~JOSEPH TERRY~~, ~~JOSEPH O'DONNELL~~, ~~JOSEPH STEVEN~~ and ~~EUGENE LEE~~. *Bernard Lee, John Brown*

The Committee on Legislation held two formal meetings during the past year. The first took place on December 3rd at which time Secretary-Treasurer-Legislative Agent Kelley submitted a list of bills that the Federation planned to file for the 1952 session of the legislature. George Lewis was elected, Chairman pro tem, and Helen Tafe O'Donnell was elected Secretary. The bills included a number of measures that had been introduced in previous years, together with additional bills resulting from resolutions adopted by the 1951 Convention.

Twenty-five bills were submitted and explained by Mr. Kelley. After discussion it was voted that the Committee recommend to the Executive Council that they be filed. The question of joint filing with the CIO arose in connection with three bills; 75c Minimum Wage, State Fund for Sickness Compensation and State Fund for Workmen's Compensation. It was voted to continue the past policy of joint sponsorship of these three measures.

The question of the type of sickness compensation bill that should be filed was discussed at great length, and it was voted to renew the fight for an exclusive State Fund for Sickness Compensation, which would not preclude the Federation from supporting some other measure in event that passage of the State Fund proposal was impossible.

A recommendation from another standing committee, the Committee on Social Security, relative to increased benefits under the Unemployment Com-

pensation Law was considered. The recommendation related to the advisability of securing increased duration of benefits rather than increasing the amounts of payments. It was voted to have the Federation file a bill extending the duration of benefits to thirty weeks.

The next meeting of the Committee occurred on January 25th at which time Legislative Agent Kelley reported on the serious situation that had developed at hearings on labor measures during the first month of the session. The lack of attendance and interest at these hearings, which were proceeding at a rapid pace, was truly amazing and most disturbing. The Committee felt that a drastic revision in the procedure for securing attendance of union officers at State House hearings was clearly called for. We urged that a strongly worded letter be sent to all local unions calling upon them to more actively support and assist the Federation's legislative program.

While personal attendance at the hearings is preferable, in cases where this is impossible, letters and personal contacts with the legislators regarding Federation bills should be forthcoming. We further recommend that the Executive Council immediately inaugurate a series of Regional Conferences throughout the State, in order to acquaint and arouse the membership of local unions to their stake in legislative matters.

The vexatious question of the Federation's Legislative Agent being asked by one group of unions to support a bill which another group of affiliated unions were opposed to has arisen again. Your Committee is happy to note that the Executive Council established a policy in this matter which we hope will avoid future difficulties of this kind.

From time to time, the members of your Committee attended some of the important hearings at the State House and assisted your Legislative Agent. Based upon our observation and experience at the State House during the past year, we are firmly convinced that some better method must be devised to insure the support of the Federation's legislative program and Agent. It is most disheartening to see so few labor people present at State House hearings. Naturally legislators, particularly this year, noted these absences. Your Committee can't understand why local unions with full time paid officers can't arrange for them to be present when important labor measures are coming up for hearing or vote. The Federation's program benefits all workers and it merits their support and assistance.

Legislative Agent Kelley is to be commended for his patience and perseverance in what on the face of it must at times be most discouraging obstacles. The indifference of too many of the officers of local unions, particularly this year, made his task more difficult than previously.

Your Committee urges the 1952 Convention to develop a more effective procedure for having local unions assume their rightful responsibilities in assisting in the passage of the Federation's legislative program.

SOME COMMENTS ON THE LABOR LAW FIELD

By ROBERT M. SEGAL, *Legal Advisor, Massachusetts Federation of Labor*

The rapid developments in the dynamic labor law field on the federal and state levels have increased the duties of the legal advisor of the Massachusetts Federation of Labor. Checking and drafting of legislative bills, legal

memoranda and opinions have become increasingly difficult along with the legal work on cases affecting the rights of all labor in the Commonwealth. As in the past, increased activities in the public relations fields have become closely associated with the work of this position.

Federal Court Decisions

The impact of the anti-labor Taft-Hartley Act is beginning to be felt by the labor movement.

In several cases, the United States Supreme Court found that the union's picketing of a job on which several of the sub-contractors employed non-union labor constituted an unlawful secondary boycott.

In *National Labor Relations Board v. Illinois Bell Telephone Company*, 189F (2d) 124, (1951), the circuit court held that an employer could fire employees who refused to cross a picket line established by a union which represents other workers in the plant.

In *NLRB v. Rockway New Supply Co., Inc.*, the circuit court in New York recently held that a union member may be fired by his employer for refusing to cross a picket line set up by another union in a dispute with a customer of his employer.

These decisions are the result of the vicious Taft-Hartley Act. If they are allowed to stand, union members will either have to scab on their fellow workers or run the risk of being discharged. In future negotiations, unions should be sure to include a clause relieving their members of the obligation to cross picket lines in these circumstances.

Another important labor case made history. In the steel seizure case, the United States Supreme Court held that the President does not have any inherent powers to seize an industry during a labor dispute. Although there had been previous seizures by the President, they have been undertaken by authority of a specific Congressional law.

Decisions in Massachusetts

Three recent decisions by the Supreme Judicial Court of Massachusetts and two decisions by Superior Courts directly affect all labor unions in the Commonwealth. The cases cover a wide field of labor topics including enforcement of arbitration awards, limitations on employers working at the trade in the union's jurisdiction, liability of an international union in a suit, interpretations of the new anti-injunction statute, and the state minimum wage law.

1. It is fair to say that in the vast majority of cases management will abide by the terms of an arbitration award. However, it is not uncommon for a union to be confronted with the problem of enforcing the award after winning an arbitration case. Prior to 1949, the Massachusetts Law regarding the enforcement of arbitration awards was very technical and loaded with pitfalls. In some cases, unions found that they could not legally enforce an arbitration award because they failed to comply with some technical requirement of the old Statute. In 1949, the Legislature adopted what is now Chapter 150, Section 11, of the General Laws providing for the enforcement of valid arbitration awards under collective bargaining agreements. The Supreme Judicial Court recently handed down its—first decision interpreting the new law in *Magliozzi v. Handschumacker*, 1951 Mass. Adv. Sheets 815.

In this case the company laid off an employee in violation of the seniority clause in the contract. The union took the case to arbitration under its contract and the arbitrator ordered the company to reimburse the employee for all wages lost as a result of the lay-off. The company refused to abide by the arbitration award and the union filed suit under Chap. 150, Section 11. After disposing of various technical objections, the Supreme Court ordered the company to comply with the arbitration award. As a result of the new Statute and the decision, many of the technical and procedural pitfalls can be avoided in enforcing arbitration awards.

2. In *Thorn v. Fay et al* (October, 1951), 1952 Mass. Advance Sheets 149, an employer entered into an agreement with the Painter's Union, Local 691, providing that he would not do any journeyman work on the job. He failed to carry out his agreement and the union withdrew his employees and fined members working with him to enforce the contract. The employer petitioned the court for an injunction which was denied, the Supreme Court stating that the action to enforce the contract was lawful. However, the Court DID NOT pass upon the legality of a strike to force the employer to enter into such an agreement in the first instance. Therefore, if an employer enters into an agreement whereby he agrees not to work on the job, the union can legally enforce the agreement; the law, however, is not clear as to the legality of a strike to require the employer to enter into such an agreement. In many ways, this is similar to the OLD law prior to the new anti-injunction statute whereby a union shop in a labor agreement was enforceable but a strike to obtain the union shop in the first place was illegal. The new decision is of vital importance to barbers and the building trades.

3. In another case, an individual brought suit against an international union and served one of thirteen vice-presidents. The union argued that service on a vice-president was not sufficient service to bring the International before the Court. The Supreme Judicial Court in *Donahue v. Kenney et als*, 1951, Mass. Adv. Sheets 641, held that the service was adequate, pointing out that it may reasonably be anticipated that notice of the pending suit will be forwarded to the International. In brief, this case means that a representative suit against an international union can be brought by serving a vice-president of the international.

4. Prior to the new anti-injunction law, organizational picketing was unlawful and could be and was enjoined by the court. The new anti-injunction act was intended to make such picketing lawful and to bring Massachusetts in line with the federal Norris-La Guardia Act and the law of other industrial states. The first test of the new law was recently heard in the Superior Court of Suffolk County *Local 480 Cafeteria and Caterers Union (AFL)* picketed a non-union caterer for the purpose of organizing the employees and informing the public that the employer was non-union. The union did not represent or claim to represent any of the employees. The employer sought an injunction arguing that the picketing was unlawful. The Court found that the picketing was for organizational and informational purposes and constituted a "lawful" dispute under the new law and consequently refused to grant an injunction. It should be noted that this is a Superior Court decision and the Supreme Judicial Court has not passed on the issue.

Unions who contemplate engaging in organizational picketing should be careful that they meet all the requirements of the law. They should NOT ask the employer to sign a contract or recognize the union until a majority of the

employees have signed membership cards. Picketing must be peaceful, and mass picketing is not permitted. The placard must be truthful and merely state that the establishment employs non-union labor or a similar statement. Organizational picketing can be of great value to many of the unions so long as they meet the requirements of the new anti-injunction law.

5. An interesting and important decision was handed down by the Superior Court of Middlesex in the case of *Richard's Memorial Drive, Inc. v. Dept. of Labor and Industries et als*, which decided that the employer had violated Minimum Wage Order No. 25B by requiring its employees to turn back part of the tips and gratuities which had been received from customers.

The practice had been established by the company of paying the required minimum wage of \$20.25 for a forty-five hour work week and then permitting the employees to earn \$20.25 more in tips, after which \$2 per day or \$12 per week was required to be paid back to the employer on any tips received beyond the first \$20.25. The employer brought a petition in Superior Court to restrain the Department from taking action to prohibit this practice and based its petition principally on the grounds of constitutionality. The Court held, however, that the Department was not in violation of any constitutional right in its interpretation of the Minimum Wage Order and ordered the employer to return to the employees any amount it may have received from them as tips or gratuities. This case marks an important victory for Commissioner John J. DelMonte in vigorously enforcing the state minimum wage law.

The above five cases are important decisions bearing on the legal rights of labor unions and their members in Massachusetts. Although the last two decisions are by Superior Court and not by the Supreme Judicial Court of Massachusetts, they still represent important interpretations in the labor field. They also typify the increased importance of legislation and legal precedents in the field of labor relations.

Conclusion

Complicated legislative bills, legal decisions by the federal and state courts and boards, legal opinions and interpretations and public relations constitute the major portion of the legal advisor's work. The complex and fluid labor law field has increased the need for a wider knowledge of the legal changes affecting labor on the part of every labor union leader. By eternal vigilance and knowledge, labor can continue to avoid a repetition of the Taft-Hartley Law on the federal level and the three anti-labor referenda on the state level.

WAGE STABILIZATION BOARD

Wage Stabilization Board, 1st Region, has two full Board Members representing the A. F. L.: Daniel J. Goggin, Boston, Mass., International Representative for the Boot & Shoe Workers, and Joseph M. Rourke, New Haven, Conn., Secretary-Treasurer, Legislative Agent for the Connecticut State Federation of Labor.

The two alternate members are: John J. Donnellan, Boston, Mass., International Representative for the International Association of Machinists, and John A. McConnell, Providence, Rhode Island, Business Representative for the Amalgamated Street & Railway Employees Union.

The Executive Secretary for Wage Stabilization A. F. L. Board Members is: Richard D. Buck, former Business Agent for the Compressed Air Workers, Boston, Mass.

Mr. Buck is a full time liaison officer representing A. F. L. Board Members with offices at 52 Chauncy Street, Boston, Mass.

Since the establishment of the Wage Stabilization Board, 1st Region, as of June 30, 1952, 4371 petitions have been filed. Of this number filed, 1300 have concerned A. F. L. Unions. As of June 30, 1952, there are 110 A. F. L. petitions pending.

The amount of time required to process petitions before this Regional Board has been cut back from ten weeks to three weeks. This is considered excellent time for servicing petitions, and represents the quickest processing of petitions than in any other Regional Board of the United States or by the National Board itself.

Of the total number of petitions acted upon by this Regional Board, 14% have been modifications or denials of wage increases, fringe benefits and the like.

As controls have been extended for another ten months at this writing, the percentage of denials and modifications can be expected to increase sharply as the present self administering Regulations governing permissible percentage increases have for the most part been exhausted. Full Board A. F. L. Members recommend that negotiating committees and business representatives and other officials who are charged with responsibility of negotiating new wage contracts, contact your Executive Assistant, Richard D. Buck, for current trends and interpretations of Wage Stabilization policy, so that emphasis during collective bargaining procedures may be placed on conditions and benefits which are approvable under current Regulations rather than accepting fringe benefits and wage increases which are clearly not approvable under current policy.

Your members of the Wage Stabilization Board wish to answer the following questions for you:

What Wage Stabilization Does:

Wage Stabilization is based on the recognition that wages do two things in our economy:

1. They distribute purchasing power to workers.
2. They serve as incentives to production.

A substantial part of our resources is being diverted to military production, which means less for civilians. The things we are making for defense do not add things people want to buy, but they increase the purchasing power of those who make them. More money competes for fewer goods; this pushes prices up; and this calls for economic controls.

At the same time, when people are paid sensibly in accord with the work and skill involved, production is encouraged; and maximum output is a necessity in an emergency period. Increased production should be rewarded by increased pay. Wage movements therefore must be regulated not only to minimize inflationary pressures but to stimulate production.

Wage stabilization plays an important part in the mobilization program. It supplements price and credit controls, taxation, allocation of materials and other production aids.

The Defense Production Act, which provides the authority for wage stabilization, states Congress' intent to achieve several purposes, among them being:

1. To prevent an inflationary spiral resulting from uncontrolled pay increases.
2. To promote industrial stability and to preserve collective bargaining to the fullest possible extent.
3. To foster maximum defense production.
4. To correct or prevent hardships and inequities.

What Can We Do On A Self Administering Basis?

The following kinds of wage adjustments may be made without any further authorization from the Wage Stabilization Board:

1. General increases to employees in an appropriate group such as a bargaining unit, plant or industry, up to a wage level 10 percent above January 15, 1950 (General Wage Regulation 6).

2. Adjustments in accordance with cost-of-living "escalator" clauses or provisions. Those in effect before January 25, 1951, may operate as written; those adopted after that date must relate wage rate adjustments to percentage changes in the consumer price index, although a downward adjustment need not go below the wage level at the time the escalator went into effect (General Wage Regulation 8).

3. In the absence of cost-of-living clauses or provisions, adjustments every 6 months to preserve the "real wage"; that is, the value of wages paid on January 25, 1951, to the extent that such value is shown to have been diminished by increases in the consumer price index. Prior Wage Stabilization Board approval is required if the employer has received or has petitioned for approval of increases in excess of 10 percent under General Wage Regulation 6 (General Wage Regulation 8).

4. Increases, within specified limits, customarily given to individual employees for merit or length of service or when promoted to a better job (General Wage Regulation 5).

5. Increases to agricultural workers up to 95 cents an hour or, if above 95 cents an hour, up to 10 percent above the rate for the 1950 season (General Wage Regulation 11).

6. Payment to construction workers of the "area rate" determined by the Wage Stabilization Board's Construction Industry Stabilization Commission. Pending establishment of these rates, other rules are provided (General Wage Regulation 12 and Construction Industry Stabilization Commission Regulation 1).

7. Wage increases negotiated or determined on or before the freeze date (January 25, 1951), to take effect within 15 days after the freeze (General Wage Regulation 2).

8. Wage increases necessary to conform to the minimum wage requirements of the Fair Labor Standards (Wage Hour) Act and other minimum wage legislation (General Wage Regulation 3).

9. Wage increases to employees of non-Federal governments, although these increases are expected to conform to the national wage stabilization policy (General Wage Regulation 4).

10. Wage increases to employees of certain tax-exempt religious, charitable, scientific, literary, and educational organizations and cemetery companies, although these increases also are expected to conform to the national wage stabilization policy (General Wage Regulation 7).

11. Payment of customary employee bonuses, subject to defined limitations (General Wage Regulation 14).

12. Extension and maintenance, under certain circumstances, of incentive and piece rates related to day-to-day changes in production (General Wage Regulation 15).

Increases above the permissive limits of the foregoing regulations cannot be made without prior approval of the Wage Stabilization Board.

What Do We Do to Justify Requests?

Certain other wage adjustments are conditional upon Wage Stabilization Board acceptance of proof offered to satisfy requirements of specific regulations and other rulings. These follow:

1. "Tandem" wage adjustments, under which a group of employees receives the same wage increase or other economic benefits granted to another group, may be made upon proof of the existence prior to the January 25, 1951, freeze of a definite tie-in between the two groups (General Wage Regulation 10).

2. "Productivity" or "annual improvement" increases of the General Motors-United Auto Workers type agreed to before the freeze are allowable if employers sign a warranty form (approved by the Wage Stabilization Board on June 12, 1951), pledging that the increases will not be used as the basis of a request for a price increase (Board resolution adopted June 6, 1951).

3. A general wage increase above the permissive limit of General Wage Regulation 6 may be made upon a satisfactory showing that a company's wage rates in the base period (January 15, 1950), were grossly out of line with their normal relationships, or upon a satisfactory showing, supported by the Defense Manpower Administration, that such an increase is necessary to attract manpower to an essential industry (secs. 4 and 5 of General Wage Regulation 6).

4. Payments of the following "fringe" benefits: Paid vacations, shift differentials, paid holidays, premium pay relative to days and hours of work, and call-in pay, may be made provided it is shown that these benefits do not exceed prevailing industry or area practice either as to amount or type. Increases in reimbursement for ordinary job-connected expenses, where industry and area practice is not important, are approvable if reasonable (General Wage Regulation 13 and Board Resolution 40).

5. Wage rates established in new plants or enterprises must be shown to conform to certain criteria—chiefly, that the rates are comparable to wage

schedules for the same jobs in existing enterprises in the appropriate area. Wage rates meeting these tests are approvable (General Wage Regulation 9).

6. Wage increases to correct proven inter-plant inequities are approvable in amounts not to exceed the stabilized levels for comparable work in the appropriate industry or area (General Wage Regulation 17).

Petitions for Wage Stabilization Board approval of wage adjustments must be filed jointly by the employer and union (if any) on Form WSB-100 and submitted to the nearest appropriate office of the Wage-Hour Division of the United States Department of Labor. These forms, as well as instruction sheets and guide lists for use in filling them out, are available at the local Wage-Hour offices.

Employers must file certain reports with the nearest Wage-Hour office and keep others available for inspection. These are listed below:

General Wage Regulation 5: Rate ranges revised between June 24, 1950, and January 25, 1951, must be filed; employers must maintain records of merit and length-of-service increases, promotions and transfers, rates paid to new employees.

General Wage Regulation 6: Employees making increases under the 10 percent formula must keep ready for inspection by proper government agencies a record of each increase showing essential facts and calculation.

General Wage Regulation 8: Employers making cost-of-living raises must keep appropriate records of the adjustments, including amounts, the units of employees involved, and copies of union agreements or wage-salary plans with escalator provisions.

General Wage Regulation 9: New plants must file wage schedules for approval.

General Wage Regulation 14: Bonus plans must be filed if they give any employee a bonus of 25 percent or more of his total wages in one bonus year.

General Wage Regulation 15: Records of piece rate and incentive adjustments must be kept available for Wage Stabilization Board examination.

COMMENT: From the above it can be seen how vitally the Wage Stabilization Board affects the trade union movement. The New England Regional Wage Stabilization Board, with its offices in Boston has as A. F. of L. members Dan Goggin of the Boot and Shoe Workers, Boston, and Joseph M. Rourke, Secretary-Treasurer of the Connecticut Federation of Labor. Serving as alternates are John Donnellan of the Machinists' Union, Boston, and John McConnell, Street Carmen's Union, Providence.

Richard D. Buck is Executive Assistant for the A. F. of L. and is rendering outstanding service to A. F. of L. unions in Massachusetts and the other New England states. Dick Buck welcomes the opportunity to acquaint union officers with the policies and procedure of the Wage Stabilization Board. Union officers are urged to avail themselves of his assistance, and thereby put themselves in a better position to secure the maximum benefits from wage control regulations.

AFFILIATIONS

During the past year the number of local unions affiliated with the Massachusetts Federation of Labor has remained practically stationary. A year ago there were 706 affiliates, as of this Convention there are 709

As can be seen from the auditor's report, to be found in the following pages, 34 new affiliations and 3 re-affiliations were secured since the last Convention. While this might at first glance appear to be a net gain of 37 locals, it is cancelled out by the fact that there were 12 locals that withdrew and 22 locals that were suspended June 30, 1952 for dues delinquency.

It is estimated that there are over 1000 AFL local unions in the state. This indicates that there are potentially 300 additional AFL unions that could and should be affiliated with the State Federation. Unaffiliated locals are like "free riders"; they accept the benefits which the Federation, through its legislative and other efforts, secures but are not willing to contribute their proper share to support the Federation and its services.

Among the groups that are largely unaffiliated are the Brotherhood of Railway and Steamship Clerks with around 60 locals, the International Longshoremen's Association with 12 locals in the Boston area, the International Association of Machinists with some 25 locals still outside the Federation, the Letter Carriers with about 35 lodges throughout the state. As your Secretary-Treasurer-Legislative Agent, I am currently negotiating to bring the rest of the local unions of the National Federation of Post Office Clerks into affiliation, and some of the large groups listed above.

I urgently request all officers of the Federation, as well as International Representatives and Central Labor Union Officers, to assist in getting all unaffiliated unions to become part of the State Federation. It is the best investment that any local union could make, and it helps to strengthen the Federation both numerically as well as financially.

The new affiliations secured since the last Convention are:

District I

American Federation State, County and Municipal Employees
353, Boston

American Federation State, County and Municipal Employees
548, Boston

American Federation State, County and Municipal Employees
612, Boston

American Federation State, County and Municipal Employees
783, Boston

American Federation State, County and Municipal Employees
1297, Boston

American Federation State, County and Municipal Employees
1406, Boston

Building Service Employees
398, Boston

Carpenters
51, Boston

Federal Labor Union
23079, Boston

Fire Fighters
Logan Airport, Boston
Machinists
264, Boston
Railway Patrolmen
31, Boston
Teamsters (Reaffiliation)
646, Boston
Teamsters
841, Boston

District II

Teachers
1135, Quincy
Upholsterers
354, Whitman

District III

American Federation State, County and Municipal Employees
700, Danvers
Bartenders, Hotel and Restaurant Employees
827, Gloucester
American Federation Technical Engineers
142, Lynn
Insurance Agents International
66, Lynn

District IV

American Federation Hosiery Workers
105, Lowell
American Federation State, County and Municipal Employees
965, Reading
American Federation State, County and Municipal Employees
842, Tewksbury

District V

Barbers (Reaffiliation)
144, Milford
American Federation State, County and Municipal Employees
877, Worcester
Insurance Agents International
231, Worcester
Painters
48, Worcester

District VI

Office Employees
269, Chicopee
Hotel and Restaurant Employees
415, Holyoke
American Federation Hosiery Workers
12, Northampton
Electrical Workers
455, Springfield

District VII

Street Carmen (Reaffiliation)
 174, Fall River
 Building Service Employees
 397, New Bedford
 Insurance Agents International
 99, New Bedford
 Retail Clerks
 1681, New Bedford
 Teachers
 1136, Provincetown
 Brick and Clay Workers
 562, Taunton

The following local unions were suspended June 30th, 1952 for per capita tax delinquency. These suspensions were pursuant to Article IV, Section 9, of the Constitution of the Massachusetts Federation of Labor. All these locals were sent three notifications prior to their suspension. It is sincerely hoped that the officers and delegates to the 1952 Convention will do everything possible to have these suspended local unions again affiliate with this State Federation.

Unions Suspended June 30, 1952

<i>Union</i>	<i>Local No.</i>	<i>City</i>
Barbers	182	Boston
Carpenters	1269	Boston
Engineers	849	Boston
Federal Labor	23148	Boston
National Association Letters Carriers	34	Boston
Teamsters	841	Boston
AFSC & ME	688	Gloucester
Barbers	323	Lowell
Barbers	144	Milford
Bakery Workers	410	New Bedford
AFSC & ME	268	Northampton
Building Service Employees	390	Northampton
Painters	773	Quincy
Teachers	974	Randolph
AFSC & ME	1189	Saugus
Photo Engravers	57	Springfield
AFSC & ME	306	Taunton
Molders	39	Taunton
Federal Labor	22879	Waltham
Fire Fighters	866	Waltham
Carpenters	222	Westfield
Paper Makers	385	West Groton

FLAHERTY, BLISS AND COMPANY
Certified Public Accountants

40 COURT STREET
 BOSTON

July 22, 1952

Massachusetts Federation of Labor
 11 Beacon Street
 Boston, Massachusetts

Gentlemen:

In accordance with instructions, we have made an examination of the books and records of the Massachusetts Federation of Labor for the fiscal year ended June 30, 1952. We have prepared and attach hereto the following financial statements:

Exhibit 1	Balance Sheet—June 30, 1952.
Exhibit 2	Statement of Income and Expense and Analysis of Net Worth —for the Fiscal Year Ended June 30, 1952.
Schedule 1	Schedule of Membership—for the Fiscal Year Ended June 30, 1952.
Schedule 2	Analysis of Cash—June 30, 1952.
Schedule 3	Analysis of Convention Expense.

We comment as follows upon certain of the items contained in the Balance Sheet:

Cash	<u>\$9,326.79</u>
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The details of the cash are shown in Schedule 2.

We reconciled the cash records of the Federation with the verifications received from the depositories.

Dues Receivable	<u>\$1,285.76</u>
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At June 30, 1952, the debit balances of the Dues Receivable Ledger amounted to \$1,285.76. All of the accounts are considered collectible by the accounting office of the Federation. We did not verify any of the accounts by correspondence.

U. S. Government Securities	<u>\$16,200.00</u>
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The following is an analysis of the securities belonging to the General Fund:

	<i>Par Value</i>	<i>Cost</i>
Defense Series F Issued September, 1941 and Due in 12 Years	\$10,000.00	\$ 7,400.00
2½% Savings Bonds Series G Issued January, 1944 and Due in 12 Years	300.00	300.00
2½% Treasury Bonds Issued February 1, 1944 and Due in 1965-1970	8,500.00	8,500.00
Totals	<u>\$18,800.00</u>	<u>\$16,200.00</u>

We inspected the securities on July 17, 1951 at the Safe Deposit Box of the Federation and we have verified by correspondence with the bank at which the Safe Deposit Box is situated, that the box has not been opened since that time.

Due to Committee on Education	<u>\$2,409.59</u>
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The above account is in agreement with the reciprocal account on the books of the Committee on Education. It represents the balance due (\$226.05) from the operation of the 1950 Labor Institute as well as the unpaid balance of the per capita tax (\$2,183.54) which will be collected for the Committee on Education.

The four cents per member charged to an organization is allocated as follows:

Two and one-half cents to the Massachusetts Federation of Labor General Fund.

One and one-half cents to the Committee on Education.

Net Worth:

The details of Net Worth are shown by Exhibit 2. We note that the Federation has operated at a loss of \$19,931.27 for the four years from July 1, 1948 to June 30, 1952.

Respectfully submitted,

FLAHERTY, BLISS AND COMPANY.

Exhibit 1

MASSACHUSETTS FEDERATION OF LABOR
BALANCE SHEET
JUNE 30, 1952

ASSETS

Cash	\$9,326.79
Dues Receivable	1,285.76
U. S. Government Securities—Cost	16,200.00
Prepaid 1952 Convention Expense	472.28
TOTAL	\$27,284.83

LIABILITIES—DEFERRED CREDITS—NET WORTH

Liabilities:

Due to Committee on Education	\$2,409.59
Withholding Tax Payable	247.72
Taxes Accrued	103.80
Total Liabilities	\$2,761.11

Deferred Credits:

Dues Paid in Advance		\$1,059.46
Year Book Advertising in Advance	\$1,070.00	
Less: Expenses	78.85	991.15
Total Deferred Credits		2,050.61
Net Worth—(Exhibit 2)		22,473.11
TOTAL		\$27,284.83

Note: The above statement is part of a report dated July 22, 1952 and is subject to the comments contained therein.

Exhibit 2

MASSACHUSETTS FEDERATION OF LABOR

Statement of Income and Expense and Analysis of Net Worth

For the Fiscal Year Ended June 30, 1952

Income:

Per Capita Dues:		
Total Billings	\$78,616.61	
Less: Share of Dues Applicable to Committee on Education	29,265.41	
Net		\$49,351.20
Interest		330.61
Recovery of Bad Debts		168.30
Total Income		<u>\$49,850.11</u>

Expenses:

Salary—Secretary-Treasurer	\$9,000.00	
Salaries—Clerical	9,200.77	
State Convention Expense	8,973.21	
Rent and Light	2,677.55	
Telephone and Telegraph	1,038.80	
Travel	2,717.31	
Printing	604.76	
Postage	797.89	
Office Expenses	1,085.10	
Office Supplies	1,270.44	
Executive Council Meetings and Expenses	2,327.71	
Payroll Taxes	501.46	
Personal Property Taxes	25.12	
Subscriptions and Donations	1,341.00	
Towel and Water Expense	104.29	
Advertising	185.25	
Dues	121.00	
Auditing	375.00	
Legal Expense	3,548.14	
Bad Debts	1,446.40	
Expense of Delegate to A. F. L. Convention	1,500.00	
Expense of Alternate Delegate to A. F. L. Convention	1,500.00	
Miscellaneous	710.56	
Committee Expense	21.50	
Standing Committees	83.86	
Messenger Service	73.15	
Union Label Committee Expense	521.50	
Total Expenses		<u>\$51,751.77</u>

Net Loss for Year Ended June 30, 1952		(\$1,901.66)
Net Worth—July 1, 1951	\$24,384.77	
Less: Adjustment	10.00	24,374.77
Net Worth—June 30, 1952		<u><u>\$22,473.11</u></u>

Note: The above statement is part of a report dated July 22, 1952 and is subject to the comments contained therein.

Schedule 1

MASSACHUSETTS FEDERATION OF LABOR

Schedule of Membership

For the Fiscal Year Ended June 30, 1952

	<i>June 30, 1952</i>	<i>June 30, 1951</i>
Affiliated Organizations—Beginning of Period	706	690
Affiliated Organizations Accepted during Period:		
Re-affiliated Organizations	3	12
New Affiliations	34	41
<i>Total Gains</i>	37	53
<i>Totals</i>	743	743
Affiliated Organizations Lost During Period:		
Locals Suspended for Non-Payment of Per Capita Dues, Charters Revoked, or Inactive Organizations	22	21
Locals Resigned	12	16
<i>Total Losses</i>	34	37
<i>Affiliated Organizations—End of Period</i>	709	706

Note: The above statement is part of a report dated July 22, 1952 and is subject to the comments contained therein.

Schedule 2

MASSACHUSETTS FEDERATION OF LABOR

Analysis of Cash

June 30, 1952

	<i>June 30, 1952</i>	<i>June 30, 1951</i>
<i>Current Funds:</i>		
Petty Cash—General Fund	\$25.00	\$25.00
First National Bank of Boston—Checking:		
General Fund	3,219.38	1,057.91
Year Book Account	1,725.40	744.25
<i>Total Current Funds</i>	<u>\$4,969.78</u>	<u>\$1,827.16</u>
<i>Savings Accounts:</i>		
Boston Five Cents Savings Bank (Book No. 982541)	\$1,320.17	\$1,287.79
Home Savings Bank (Book No. 404189)	604.46	589.64
Warren Institution for Savings (Book No. 139313)	1,900.51	1,853.89
Suffolk Savings Bank (Book No. 555237)	531.87	518.83
<i>Total Savings Accounts</i>	<u>\$4,357.01</u>	<u>\$4,250.15</u>
<i>Total Cash—All Funds</i>	<u><u>\$9,326.79</u></u>	<u><u>\$6,077.31</u></u>

Note: The above statement is part of a report dated July 22, 1952 and is subject to the comments contained therein.

Schedule 3

MASSACHUSETTS FEDERATION OF LABOR

Analysis of Convention Expense

Worcester, Massachusetts

August 6-10, 1951

Printing: Proceedings	\$3,057.06	
Joint Reports	1,326.50	
Resolutions and Ballots	277.00	
Badges	397.04	
Convention Call	90.00	
Convention Credentials	56.00	
Miscellaneous	93.78	
Copies of Constitution	187.37	
		<hr/>
		\$5,484.75
Hotel—Rooms, Meals, Tips, etc.		1,224.18
Credential Committee		200.00
Entertainment		200.00
Stenotyping and Typewriting		883.22
Sergeant-at-Arms		100.00
Signs, Posters and Pictures		138.50
Miscellaneous		367.56
Expenses Incident to Clambake (Worcester C. L. U.).....		250.00
Hall Rent		125.00
		<hr/>
<i>Total</i>		<u><u>\$8,973.21</u></u>

Note: The above statement is part of a report dated July 22, 1952 and is subject to the comments contained therein.

FLAHERTY, BLISS AND COMPANY

Certified Public Accountants

40 COURT STREET

BOSTON

July 22, 1952

Massachusetts Federation of Labor—Committee on Education

11 Beacon Street

Boston, Massachusetts

Gentlemen:

In accordance with instructions, we have made an examination of the financial records of the Committee on Education for the fiscal year ended June 30, 1952 and in conjunction therewith, hereby submit the following:

Exhibit 1	Balance Sheet—as at June 30, 1952.
Exhibit 2	Statement of Income and Expense and Analysis of Net Worth —for the Year Ended June 30, 1952.
Schedule A	Analyses of Income and Expense of Samuel Gompers Memorial Banquet and Labor Institute—for the Year Ended June 30, 1952.

BALANCE SHEET COMMENTS

<i>Cash on Hand and in Banks</i>	<u>\$12,366.81</u>
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The above consists of a petty cash fund in the amount of twenty-five dollars and of balances on deposit in the First National Bank of Boston in the following accounts:

General	\$5,221.24
Samuel Gompers Memorial Banquet	7,120.57
Petty Cash	25.00
<i>Total</i>	<u>\$12,366.81</u>

These funds may be used, pursuant to the provision in Article 6, Section 7A of the constitution of the Massachusetts Federation of Labor, for political, educational and administrative expenses, within the provisions of state and federal laws.

Receipts were traced to the depository banks and disbursements were verified by reference to vouchers and cancelled checks. The balance in each account was reconciled with verifications received from the depository.

<i>Due from Massachusetts Federation of Labor</i>	<u>\$2,409.59</u>
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At June 30, 1952, the Massachusetts Federation of Labor was indebted to the General Fund of the Committee on Education in the amount of \$2,409.59. The amount is in agreement with the reciprocal balance as shown on the records of the Massachusetts Federation of Labor.

<i>Deferred Expense—1952 Convention</i>	<u>\$232.80</u>
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The above represents the cost of a television set to be used as a prize at the 1952 Convention.

<i>Accounts Payable</i>	<u>\$1,384.56</u>
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This amount represents bills unpaid at June 30, 1952.

<i>Scholarship Awards Payable</i>	<u>\$1,000.00</u>
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This represents the amount payable to the winners of the scholarship contest. At June 30, 1952, the awards had not been presented.

<i>Withholding Tax Payable</i>	<u>\$127.46</u>
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At June 30, 1952, the unremitted portion of the second quarter, 1952 withholding tax was \$127.46.

<i>Payroll Taxes Payable</i>	<u>\$92.67</u>
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Payroll Taxes Payable at June 30, 1952 were:

Federal Old Age	\$27.76
Massachusetts Unemployment	64.91

<i>Total</i>	<u>\$92.67</u>
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<i>Net Worth</i>	<u>\$12,404.51</u>
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An analysis of the activity in this account for the year ended June 30, 1952 is as follows:

Balance—July 1, 1951	\$8,481.00
Add: Net Profit for Year Ended June 30, 1952....	3,923.51

<i>Balance—June 30, 1952</i>	<u>\$12,404.51</u>
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Respectfully submitted,
FLAHERTY, BLISS AND COMPANY.

Exhibit I

MASSACHUSETTS FEDERATION OF LABOR
COMMITTEE ON EDUCATION
BALANCE SHEET
JUNE 30, 1952

ASSETS

Cash on Hand and in Bank	\$12,366.81
Due from Massachusetts Federation of Labor	2,409.59
Deferred Expense—1952 Convention	232.80
<i>Total Assets</i>	<u>\$15,009.20</u>

LIABILITIES AND NET WORTH

Accounts Payable	\$1,384.56
Scholarship Awards Payable	1,000.00
Payroll Taxes Payable	220.13
<i>Total Liabilities</i>	<u>\$2,604.69</u>
Net Worth (Exhibit II)	12,404.51
<i>Total Liabilities and Net Worth</i>	<u>\$15,009.20</u>

Note: The above statement is part of a report dated July 22, 1952 and is subject to the comments contained therein.

Exhibit II

MASSACHUSETTS FEDERATION OF LABOR—COMMITTEE ON EDUCATION

Statement of Income and Expense and Analysis of Net Worth

For the Year Ended June 30, 1952

	<i>Special Funds</i>	<i>General Fund</i>	<i>Total</i>
<i>Income:</i>			
Per Capita Tax		\$29,265.41	\$29,265.41
Samuel Gompers Memorial Banquet — Net (Schedule A)	\$4,558.71		4,558.71
Subscriptions to "Reporter"		119.50	119.50
Recovery of Bad Debts		100.98	100.98
Miscellaneous		15.67	15.67
<i>Totals</i>	<u>\$4,558.71</u>	<u>\$29,501.56</u>	<u>\$34,060.27</u>
<i>Expenses:</i>			
Director's Salary		\$6,700.00	
Office Salaries		3,830.95	
Travel		1,169.12	
Office Expense		968.47	
Rent and Light		1,319.66	
Telephone and Telegraph		810.46	
Payroll Taxes		285.96	
Postage		969.10	
Advertising		30.00	
Messenger Service		133.60	
Miscellaneous Expense		688.63	
Convention Expense		421.50	
"Reporter" Expenses		2,134.25	
Robert J. Watt—Fellowship		3,109.20	
Scholarship Award		2,713.60	
Auditing		160.00	
Meeting Expenses		518.51	
Labor Institute—1951		980.30	
Labor Institute—1952—Net (Schedule A)		1,551.30	
Printing		351.94	
Uncollectible Dues		867.84	
United Labor Committee Expense		120.97	
Union Industries Show		301.40	
<i>Total Expenses</i>			<u>30,136.76</u>
<i>Net Income</i>			<u>\$3,923.51</u>
<i>Net Worth—July 1, 1951</i>			<u>8,481.00</u>
<i>Net Worth—June 30, 1952</i>			<u><u>\$12,404.51</u></u>

Note: The above statement is part of a report dated July 22, 1952 and is subject to the comments contained therein.

Schedule A

MASSACHUSETTS FEDERATION OF LABOR—COMMITTEE ON EDUCATION

*Analyses of Income and Expense of**Samuel Gompers Memorial Banquet and Labor Institute*

For the Year Ended June 30, 1952

Samuel Gompers Memorial Banquet:

Receipts from Sale of Tickets		\$9,837.50
<i>Less: Expenses:</i>		
Hotel—Rooms, Meals, Tips, etc.	\$3,650.85	
Printing—Tickets, Signs, Programs, etc.	488.55	
Entertainment	1,012.69	
Miscellaneous	126.70	
		<hr/> 5,278.79

<i>Excess of Receipts over Expenditures (Exhibit II)</i>	<hr/> <hr/>	<u>\$4,558.71</u>
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Labor Institute—1952:

Receipts from Registration		\$2,010.00
<i>Less: Expenses:</i>		
Meals, Rooms, Tips, etc.	\$2,100.00	
Printing—Signs, Programs, etc.	180.06	
Refreshments	136.12	
Filming Proceedings	900.00	
Miscellaneous	245.12	
		<hr/> 3,561.30

<i>Excess of Expenses over Receipts (Exhibit II)</i>	<hr/> <hr/>	<u>\$1,551.30</u>
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Note: The above statement is part of a report dated July 22, 1952 and is subject to the comments contained therein.

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